ILLINOIS LIBRARY ASSOCIATION

REPORTER

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The Illinois Library Association Reporter

is a forum for those who are improving and reinventing Illinois libraries, with articles that seek to: explore new ideas and practices from all types of libraries and library systems; examine the challenges facing the profession; and inform the library community and its supporters with news and comment about important issues. The *ILA Reporter* is produced and circulated with the purpose of enhancing and supporting the value of libraries, which provide free and equal access to information. This access is essential for an open democratic society, an informed electorate, and the advancement of knowledge for all people.

ON THE COVER

This photo of brothers Brad, Wayne, and Jaden was selected by ILA members as the 2022 Photo of the Year. The brothers built their Magna-Tiles Tower in the newly renovated children's area at the Hillside Public Library. The photo was submitted by library director Amy Franco. Each month, ILA staff reviews submissions and selects the winner of the monthly member photo contest, but the Illinois library community decides who should be named ILA Member Photo of the Year!

The Illinois Library Association is collaboratively shaping a new future for libraries in Illinois, providing leadership, advocacy, partnership, and learning for the benefit of Illinois libraries. It is the eighth oldest library association in the world and the third largest state association in the United States, with members in academic, public, school, government, and special libraries. Its 3,000 members are primarily librarians and library staff, but also trustees, publishers, and other supporters.

The Illinois Library Association has six full-time staff members. It is governed by a sixteen-member executive board, made up of elected officers. The association employs the services of Blaida and Associates for legislative advocacy. ILA is a 501(c)(3) charitable and educational organization.

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See ILA calendar for submission deadlines for the ILA Reporter. Copy should be submitted by email to ila@ila.org. You are encouraged to include press-ready digital photos (300 p.p.i.) and graphics with your articles, which will be included on a space-available basis.

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Illinois Library Association

33 W. Grand Ave., Ste. 401 | Chicago, IL 60654-6799
phone: 312-644-1898 | fax: 312-644-1899
email: ila@ila.org | www.ila.org

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De-escalation: A Crucial Tool in Libraries for Promoting Intellectual Freedom

What else can your library do to respond to the growing threat of material challenges? In talking with dozens of directors, board members, and frontline staff from around the state during meetings, conferences, and presentations on this subject, as well as learning more through independent research and reviewing hundreds of policies, I have found that the response to material challenges is quite varied, and a lot of questions remain. While there is no one-size-fits-all approach to how a library might respond, proven de-escalation techniques help give library directors, staff, and board members the tools they need to formulate an appropriate response. This includes having effective board-approved policies and procedures in place to help guide library processes, providing training to help library staff and board members be prepared for the difficult conversations they might face, and advocacy efforts to help ensure that public opinion and support rightfully remains on the side of libraries. No matter your library type or size, preparation is the key to de-escalating material challenges.

Intellectual Freedom is the foundation of the library profession, and with recent trends that attempt to threaten our cause, and in some cases, our very existence, the debate over material challenges and censorship in libraries is shaping up to be the defining issue of our time. We, as librarians, stand on strong legal footing, as the principles of Intellectual Freedom are also rooted in Democracy, the U.S. Constitution, and the First Amendment. As public institutions, the First Amendment also protects the rights of those who wish to engage us about our collections, which is why we should always welcome these conversations, no matter how difficult. Libraries are also historically open and transparent, and we have absolutely nothing to hide. By attempting to de-escalate material challenges through open dialogue, we can help ensure that the focus remains on what matters most in our libraries: Intellectual Freedom and access for ALL!

According to the American Library Association's (ALA) Office for Intellectual Freedom, 2022 was a record year for book challenges, with 1,269 reported demands to censor library books and resources, including 2,571 unique titles. By comparison, a total of 729 challenges were reported in 2021, including 1,858 unique titles. In Illinois specifically, 56 challenges were reported in 2022, and as of April 1, 2023, 17 challenges have already been recorded. Unfortunately, these numbers are just a snapshot of what is actually taking place in libraries around the country, as material challenges often go unreported. This fact underscores the importance of reporting all official challenges to the ALA's Office for Intellectual Freedom. One thing that is clear when analyzing the data; this fight is far from over.

In order to properly de-escalate material challenges in your library, it is crucial to have effective board-approved policies and procedures in place that clearly outline the challenge process from beginning to end. A Collection Development Policy is a great start, but also consider adding a Request for Reconsideration section and form, and officially adopting the ALA's Library Bill of Rights, Freedom to Read Statement, and Freedom to View Statement as appendices, if you haven't already. These policies and statements will help guide your processes, from purchasing, to weeding, to defending your collection when challenges arise. When writing or updating collection policy, it is strongly recommended that you include language that speaks to anti-censorship, that explains that the choice of library materials by library users is an individual matter, and that clearly defines the parent's responsibility to monitor and supervise their own children's reading.

Because material challenges present a number of legal and ethical dilemmas for libraries, it should never be as simple as filling out a basic form and expecting an immediate response. This process should require a real commitment from the patron, and questions listed on the Request for Reconsideration form should reflect this. Many libraries outline multiple steps before a form is provided, including having conversations with dedicated staff. It is possible that the patron may just simply want to be heard, or they might have legitimate questions about your collection that are not related to censorship. Trained library staff can often help steer the patron in different directions, including the possibility of going home with a different book.

If the patron's goal is to petition to have an item removed from your library's collection, carefully consider your next steps, including but not limited to: providing copies of all collection documents along with the Request for Reconsideration form, notifying your board, forming a committee to review the request (do not act alone), providing written notification of the committee's decision, and giving the patron the opportunity to petition your board if they are not satisfied. If conversations over library materials escalate, and anger or aggression is present in the patron, applying de-escalation techniques can help you maintain proper control of the situation. While this is easier said than done, especially when emotions are running high on both sides, it is crucial that we always remain calm, remember to breathe, be mindful of our body language and facial expressions, maintain a soft tone of voice, and don't attempt to try and change the patron's mind.

Speaking more specifically about de-escalation techniques, the LOWLINE model, which was developed in the healthcare field, offers effective strategies that apply to all fields, including libraries. The New South Wales Health Department does a great job of summarizing the LOWLINE de-escalation model in the following, easy to understand terms:

- Listen to what the issue is and the person's concerns.
- Offer reflective comments to show that you have heard what their concerns are.
- Wait until the person has released their frustration and explained how they are feeling.
- Look and maintain appropriate eye contact to connect with the person.
- Incline your head slightly, to show you are listening and give you a non-threatening posture.
- Nod to confirm that you are listening and have understood.
- Express empathy to show you have understood.

Engaging in active listening, offering reflective comments, letting the patron speak and vent uninterrupted, maintaining appropriate eye contact to show that you are listening, and expressing empathy and understanding should, in most cases, defuse the situation. (Lowry 5-6) Keeping the conversation focused on access, rather than trying to defend content, is another strategy that can be used to help de-escalate. It is important to always remember that if you make every effort to treat the patron with respect and they resort to name calling and are being abusive, you have every right to ask them to leave. This is another example where policy, namely a Patron Conduct policy, can be used to de-escalate.

Dealing with confrontation is difficult for most, but a lot can be accomplished with proper training and education. Meet periodically with your staff, colleagues, and board members to discuss the importance of Intellectual Freedom and access, and the critical role of libraries in our communities. Instead of waiting until a challenge takes place, get out in front of this issue, and begin having these conversations now. Creating internal documents or scripts with talking points that outline steps that your staff should take when confronted can also be quite helpful. It is often frontline staff that take the brunt of a patron's frustrations, so equip them with the knowledge and tools they need to succeed. Role playing scenarios is another great way to improve confidence with de-escalation techniques. Finally, the most important aspect of any situation where emotions are running high, is safety, so also look to reinforce elements of your library's emergency plan as a part of staff and board training.

"In order to properly de-escalate material challenges in your library, it is crucial to have effective board-approved policies and procedures in place…"

Advocacy is another form of de-escalation, and yet another way to get out in front of this issue. Look for opportunities to speak to elected officials on the local, state, and federal level to make sure they understand and appreciate the importance of libraries in a free society. If they cannot make this clear and obvious distinction, hold them accountable at the ballot box. Also consider serving on committees within your library system and professional organizations, where you can make a difference on a larger scale. Highlight annual holidays and events that celebrate libraries and diversity through your library displays, programs, and newsletters. Visibility is another major component of advocacy, so attend community events and look to join community organizations when and where possible.

The key to de-escalating material challenges is preparation, and while libraries have done a phenomenal job in their response, there is always more that we can do to help prepare our staff and board members for what might come next. Pay close attention to HB2789 and the impact that this bill might have on some libraries in our state. Libraries are great partners, and as you all know, there is so much support among our colleagues in the field. There is also tremendous support within our library systems, from the Illinois State Library, and from the professional organizations that we are all a part of. When times are tough, just remember that we are all in this together! ILA

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John Amundsen, Wilmette Public Library

Public Libraries as Business Incubators: Partnering with SCORE

Public libraries have much to offer entrepreneurs in the communities we serve. We offer our patrons access to a wealth of business intelligence, from statistics to analyses, and everything in between. We can certainly show our business patrons how to use these databases and where that information comes from, but one piece is missing: synthesis and strategy, and how entrepreneurs can act on the information they find. Librarians, even those with MBAs, are not consultants nor mentors. Filling this void for many libraries is SCORE (www.score.org), a resource partner for the Small Business Administration. Founded in 1964 as the Service Corps of Retired Executives, it is the nation's largest network of volunteer business mentors, with 10,000 volunteers serving all 50 U.S. states and territories.

As a brand-new business librarian charged with engaging our local business community in Chicago's North Shore suburbs, I had a general idea of the value proposition my library presented to entrepreneurs. Indeed, the availability of crucial information for business formation and growth — so-called business intelligence — available in business resources prompted me to pursue an MBA after library school to engage in this work. Upon starting at Wilmette Public Library, my predecessor introduced me to Mark Lieberman, a retired IT entrepreneur and mentor with SCORE whose mentoring motto is "together, we can."

Lieberman's career in IT spanned several decades, where he worked in programming and software sales, eventually founding four firms. "Along the way, I've programmed, managed programmers, sold software, and managed others who sold software," Lieberman said. "I've started four businesses. Two worked and two failed. But I've had a lot of fun doing it."

Upon selling his most recent business, he was looking for something new. "I had just sold a company and I had absolutely nothing to do with my time," he said. "It was the fourth business I had started so I felt I had a pretty good background, but I was too old to keep going and lucky enough to have enough money to allow me to try something new. A friend told me about SCORE so I went for an interview."

Having mentored with SCORE for over 14 years, Lieberman's mentoring territory for SCORE's North Cook and Lake Counties chapter encompasses Highland Park, Wilmette, and Niles, but following the pandemic and the advent of video conferencing, gained clients as far away as Chicago's Beverly neighborhood on the Far South Side.

While Lieberman works with businesses from the ideation phase onward, most of his clients with operating firms have less than $2 million in revenue and staffs ranging from a handful of people to a headcount of 20. Interestingly, Lieberman measures the success of his mentoring not by financial performance or securing venture capital, but through how an entrepreneur feels about their progress. "When a client sticks with me, and when you can tell they are feeling successful about what they have done, then I share their success," he said. "Sometimes I've spent long periods with some clients only to have seen them feel very dejected. It's when they come to talk about something and when they are very animated about doing so — that's when I know I've been successful."

Lieberman's list of successful clients includes a Wilmette-based nutritionist and tour guide, who merged her two passions into selling tours highlighting the beauty of Italy and the 'joy of living well by eating right.'

"Filling this void for many libraries is SCORE (www.score.org), a resource partner for the Small Business Administration."

"She had a real niche business!" Lieberman enthused. "I helped her mostly with marketing and the moral support to keep going. Today, she is running a highly successful travel business with connections all over Italy...her biggest problem was getting prospects to know about the unique tours she could offer. She finally solved that by making YouTube videos and spending a lot of time on LinkedIn."

Glenview Public Library Business Librarian Claire McCully similarly inherited a long-standing relationship between her library and SCORE when she started in her position. "The partnership has been very cooperative," she said. "The Library not only refers patrons to SCORE for assistance, but SCORE also refers patrons for one-on-one help with business databases and other resources. Being able to refer business owners and entrepreneurs to each other really helps to provide more complete assistance for local small business owners."

McCully offered one-on-one mentoring on site once a month as well as hosted business programming from the organization before the onset of COVID-19. "Businesses have been facing lots of challenges since the pandemic," McCully said. "SCORE has been an excellent resource for local small business owners and entrepreneurs. The one-on-one appointments they offer ensure that business owners can get help with their specific questions and work through difficult situations. The virtual format allows for a lot more flexibility and we are now able to offer appointments once or twice a week, helping many more business owners and entrepreneurs."

The pandemic also expanded the way McCully hosted SCORE programming, reaching out to libraries in neighboring communities and chambers to broaden reach. "The partnerships help to make sure important information is reaching a wider audience," she added. "Before the pandemic, we partnered with SCORE and the Glenview Chamber of Commerce to offer a Lunch & Learn program called *Growing Your Mailing List & Targeting New Customers*. SCORE presented about ways to grow your mailing list and I was able to show a short demo of some of the Library's business databases that can help with reaching new customers as well. Sharing about so many different resources in one program was a fantastic way to share a wide range of ideas and resources with the business community."

The Naperville Public Library's (NPL) partnership with its local chapter, SCORE Fox Valley, is a departure from most public libraries' relationships with the organization. In addition to connecting entrepreneurs with mentors for one-on-one sessions, Naperville integrates SCORE into its NaperLaunch initiative, a multi-week, cohort-based small business curriculum. "We work closely with a small group of Fox Valley mentors to offer our NaperLaunch Academy curriculum," said NPL's Business Librarian, Lindsay Harmon. "We currently offer two 4-week series per quarter – *Starting a Business* and *Growing a Business* – that take participants through the startup process for ideation and basic financial concepts to business planning and marketing and sales strategy. In addition to serving as instructors, these mentors also provide one-on-one mentoring for the participants."

Since its inception in 2016, more than 175 entrepreneurs have graduated from the NaperLaunch program. NPL also has a 'mastermind group' that meets monthly, as well as a bi-monthly startup roundtable, both facilitated by Harmon and a mentor from SCORE Fox Valley. "Before the pandemic, we had regular drop-in mentoring hours," said Harmon. "We also hosted weekly roundtables and marketing meetups that were co-sponsored with SCORE, and at least one of the Fox Valley chapter mentors would attend to staff the registration table and provide information about their services. Since the pandemic began, SCORE [Fox Valley] has pivoted away from in-person services; now, we occasionally co-sponsor one of their online workshops and I often refer local business owners and entrepreneurs to their website to request a mentor."

In addition to mentoring, SCORE offers libraries free access to live and interactive webinars on a wide range of business topics. "We work with presenters who have expertise on topics such as business planning, Google analytics, accounting, human resources, and many other topics," said Alan Blitz, Co-chair, Education and Marketing Team, SCORE North Cook and Lake Counties. "We have several library collaborations on the calendar this year, which is excellent outreach to the small business community."

The organization also provides business planning templates that include easy-to-follow instructions to consider the many aspects of running a business, anticipate challenges and develop strategies to succeed, which can then be used during a one-on-one mentoring session.

SCORE views libraries as critical community partners for their work, offering space and resources for those starting their own businesses. "Libraries are my favorite locations for several reasons," said Lieberman. "First, that SCORE mentor that I mentioned [earlier] established a network of libraries that housed our mentoring so I quickly learned about libraries. Second, libraries offer a quiet place for clients and me to reflect on the client's problems. Finally, libraries have immediate access to materials that my clients often don't even know exist."

Partnering with SCORE can be as elaborate as hosting in-library mentoring and webinars to simply referring entrepreneurs to the *Find a Mentor* section of SCORE's website. Illinois is served by chapters in population centers as well as regional affiliates in neighboring states. Libraries interested in establishing relationships with SCORE mentors and exploring business webinar topics can visit the organization's website, www.score.org to search for chapters in their area. ILA

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Meredith Ayers, Northern Illinois University

Science on a Sphere — Another Tool for Visualization and Instruction

Technology is rapidly changing the way people learn about and view the world. The University of Illinois at Urbana-Champaign Grainger Engineering Library's Immersive Learning Lab make virtual reality accessible, and the Visualization Theater takes presentations to the next level.[1] The University of Illinois Chicago's Electronic Visualization Laboratory has an Interactive Spherical Display developed by Pufferfish.Ltd.[2] It is a sphere that acts like a touch screen so people can interact and learn about the data being displayed just by touching it. Even though this sphere is not touchable, the 191st Science on a Sphere exhibit recently installed at Northern Illinois University (NIU) in March 2022 is still impressive. The Science on a Sphere (SoS) patent is owned by the National Oceanographic and Atmospheric Administration (NOAA) and SoS, found in 23 countries and 33 states[3], is a spherical data visualization tool on which GIS/GPS tagged data can be projected for educational purposes. The state of Illinois now has two Science on a Sphere Exhibits. One at the Museum of Science and Industry in Chicago and now the one in Founders Memorial Library at NIU in Dekalb, IL.[4]

THE SETUP

A six-foot diameter sphere is suspended from the ceiling with a guard railing below to prevent people from getting too close, touching it, or hanging out underneath the sphere. There are four strategically placed, ceiling mounted projectors that project images onto the sphere. This also includes an audio system for narrated presentations. A hardware cabinet contains all the electronics, cables, and the operational computer for running the projectors and programs on the sphere. Also included is a handheld iPad remote control with a user-friendly interface to make running preloaded programs on the sphere easy and accessible to larger groups of people without programming knowledge. The sphere also has specific power and internet needs to run properly. More technical specifications for the sphere can be found on the NOAA's website.[5]

"A six-foot diameter sphere is suspended from the ceiling with a guard railing below to prevent people from getting too close…"

THE PROGRAMS

There are over 600 data sets to choose from in the NOAA Science on a Sphere's searchable catalog.[6] The search box performs a basic string search so spelling, accurate typing, and correct terminology are a must. It can also be sorted by pre-determined category, subcategory, keyword, theme, grade level, cross-cutting concepts, or disciplinary core ideas. There are lots of ways to explore and get to the data you are looking for. There is also a "Select a platform" option in which the searcher can choose Science on a Sphere or Explorer, another presentational platform available from the NOAA.

Among the most obvious uses for the sphere is the study of weather patterns, climate models, ocean currents, albedo, geography, air pollution, precipitation, ozone, etc. A student studying the geography or geology of one of Saturn's moons could present their findings and defend their thesis or dissertation using the satellite footage projected on a 3-D sphere. Earthquake locations and size can be viewed in real time and across time. Land use and vegetation patterns on the continents, location and movement of tectonic plates, tsunami paths and development, and animal migration patterns can all be studied on the sphere as long as the data set exists. You can view the growth and recession of the polar ice sheets and glaciers over time across the globe. Astronomy students can view the night sky much like viewing a star globe.

However, it is good for studying or viewing other data as well. Remember those 2D maps in the back of inflight magazines that showed all those curved flight paths for commercial airplanes? It all makes perfect sense when projected onto a curved surface with rotation. The same can be done with commercial shipping routes. Communication students can study the connectivity of people across the globe by viewing the data of Facebook Friendships. Health Science professionals can view the potential risk of contracting diseases like malaria around the globe. Anthropologists can view data on population densities while sociologists can study the displacement of people due to flooding over time.

The sphere also has narrated presentations. An Environmental Studies group could view a presentation about sustainable agriculture. K-12 classes could come and watch one of the ClimateBits and learn about various environmental topics like solar radiation, UV index, El Niño, Carbon Dioxide, or Urban Heat Islands. Historians can view a presentation of cities through time. There are presentations on space exploration, fresh water, climate change, pollution, oceans, life, and using satellites to study the earth just to name a few.

PRESENTING ON THE SPHERE

Presentations are done using the iPad remote control. Using the iPad, the presenter can select the data set from the pre-loaded playlist to start the presentation. The presenter can pause, fast forward or slow down the presentation speed. The image on the sphere can be manually rotated by the presenter up, down, and side to side. There is an annotation feature that provides the presenter with a pointer and a marker to circle or write on the sphere. The other presentation features include zoom and split. With these, the presenter can zoom to specific data points on the sphere; split the view 2, 3, or 4 ways so everyone around the sphere can see the same point, and use the annotate feature to highlight the data. Afterwards, the presenter can turn off these features to continue the presentation.

CURRENT USES AND POTENTIAL USES

When the SoS is not being used for an active presentation, it runs a preprogramed playlist showing as many kinds of data as possible. The most exciting, but also a complicated potential use of the sphere, is for faculty, students, and staff to show their own research on the sphere. Each data point must have GIS/GPS coordinates to be displayed but that is not enough. Most programs are designed to display points on a flat 2D surface. The data first needs to be run and manipulated in a special program so it can be displayed properly on a curved surface. It is this part of the process which requires some programming skills and knowledge. NIU Libraries is currently looking to hire a graduate assistant from the Computer Science Department on campus with the necessary skills to assist researchers with this process and is looking for a way to formalize the process to make it readily available to anyone interested in projecting their data on the sphere.

COLLABORATORS WELCOMED

NIU Libraries has already begun collaborating with instructors on campus to use the sphere for instruction as well as local community members for programs and presentations done on the sphere. NIU Libraries staff have even started creating local data sets for the sphere such as Huskies' hometowns which marks all the hometowns of our current student population from all over the world. ILA

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Carol Hogan-Downey & Anna Yackle, Illinois Heartland Library System

iLEAD Trustee Training Portal

If you're reading this, you probably have enough experience in or with libraries to have a menagerie of pet misconceptions about them. You likely know that libraries offer more than just books and that library workers don't just read all day. It's safe to assume that you know something about the duties assigned to various kinds of library staff, from shelver to director. And you may have explained, on more than one occasion, that one usually needs a specific advanced degree—or a wealth of experience—to become a librarian. You know, in short, what it means to work as a library professional. But how much do you know about what it means to serve as a library trustee?

You may be surprised to learn how much library trustees must do and learn to help their public libraries remain vital centers in their communities. Whether appointed or elected, trustees represent people residing within their library's service area in a collective, nonpartisan capacity. Together on the library board, these government officials serve their libraries in several important ways. Effective boards work closely with their library directors to oversee the library's budget, plan strategically, create library policy, advocate for the library, follow the law, and serve the needs of all members of their community regardless of personal viewpoints.

In our experience working with public libraries at Illinois Heartland Library System (IHLS), I've seen these efforts both succeed wildly and stray wildly. People often become trustees with sincere intentions and a desire to serve their communities; what that looks like in real life and how trustees perform the role varies with interpretation. This is often because trustees must learn many laws, terminology, and best practices to lead and collaborate effectively. That's why we started collaborating with the Illinois State Library to create a resource to support the vital work of library trustees.

Our IHLS colleagues and we recently contacted Illinois public library trustees to ask their opinions on their role and the importance of receiving additional training. Seventy-five percent of the survey respondents indicated that it is "very important" for trustees to learn the requirements and duties of their position. Most of the responding trustees said they had received their trustee training from their library director and board president and were confident in their knowledge of the trustee's role. Yet most still said they would like to improve, to become the "best trustee." Even the most confident trustees saw the value of further learning and development.

These results made it clear that we needed to create a learning resource that will help public library trustees statewide develop a consistent understanding of their legal responsibilities and required duties. To enable all Illinois public library trustees to be the best, we needed to prioritize access. So, we decided to create an online learning portal. For support, we submitted a grant proposal to the Illinois State Library. The proposal was accepted, and the grant-funded project to create the iLEAD (Leadership, Empowerment, Access, Development) trustee training portal began on July 1, 2022.

The iLEAD portal's focus, content, and functionality are all rooted in established standards and driven by feedback from our trustee survey. We determined from the beginning that the information provided to trustees must be based on the laws governing Illinois public libraries and guided by proven best practices. In the IHLS trustee survey, the top three areas of interest were trustee roles and duties, financial management, and advocacy and community engagement. The other key component was 24/7 access to reach trustees at their point of need—a feature ensured by the online platform in our selection of an asynchronous (self-paced) modality.

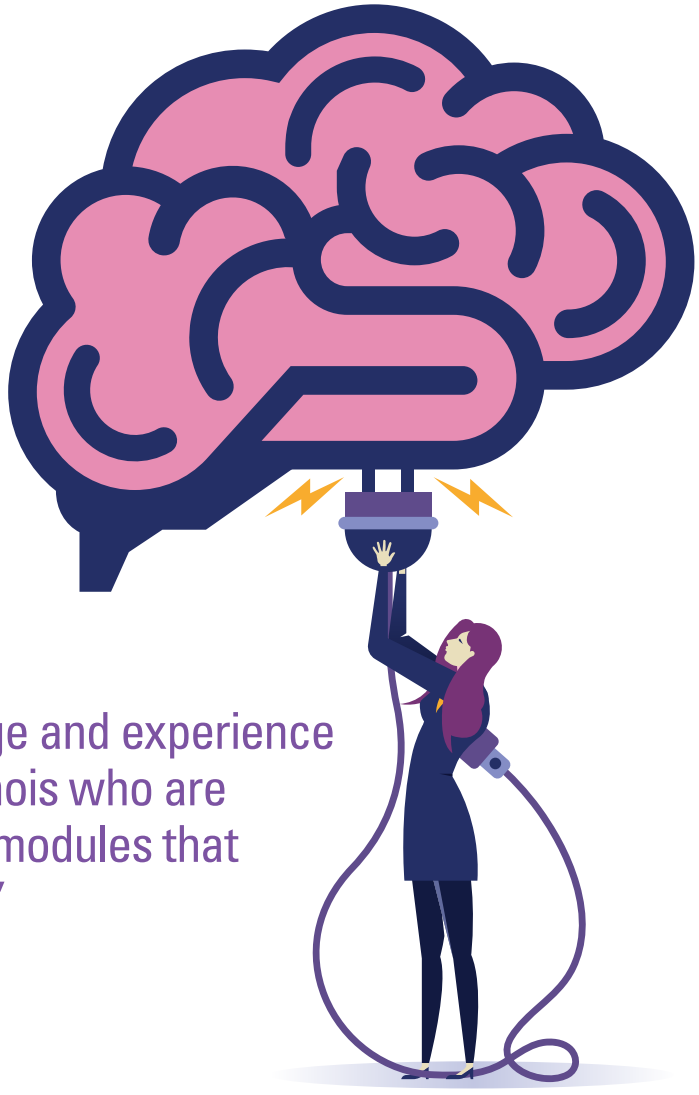
For an even more meaningful experience, this resource utilizes the capabilities and possibilities of 21st-century learning tools. In this online training course, we are utilizing AI (Artificial Intelligence) video, gaming, learning scenarios, real-life examples, and a plethora of resources and references to make information sharing more enjoyable, memorable, and actionable.

We're also drawing on the knowledge and experience of subject matter experts across Illinois who are contributing content to the learning modules that matter most for our library trustees. For instance, two former ILA Trustees of the Year and a prior ILA Librarian of the Year are currently contributing their expertise as consultants to create content for our learning modules. Participating trustees will have the chance to earn a course certificate of completion, as well as learning badges for finishing modules like Library Trustee 101, General Administration, Policymaking, Fiscal Responsibilities, Planning, and Advocacy and Networking.

To ensure the learning portal resonates with trustees, we've formed two advisory committees consisting of trustees, directors, and staff members from IHLS, Reaching Across Illinois Library System (RAILS), and ILA. So, you can rest assured that library folks from all over the state are providing oversight and quality assurance. Still, credit must also be given to IHLS staff who have shared their skills and knowledge in curriculum design, technology, marketing, communication, finance, and administration. Like our consultants, our IHLS colleagues bring decades of experience working with and serving on library boards.

Together, we are working hard to create a resource for all Illinois library trustees statewide, whether they're with IHLS, RAILS, or Chicago Public Library. Our goal is to create a sustainable and adaptable resource to meet trustees' current and future needs. This portal is a place for Illinois public library trustees to share knowledge, standards, laws, and library trends. Participating in this online course will enable them to be more comfortable and effective in their roles while better serving their communities. IHLS may have been awarded the grant to develop the online course, but this is a statewide effort to produce a product useful to every trustee in the state regardless of size or location.

We are looking forward to inviting our inaugural learners in early fall of 2023. Watch for the iLEADTrustee website coming soon and social media for more upcoming information on this important project for those leading our libraries. We firmly believe this portal will be a boon to trustees and public libraries by providing an informed and consistent base for effective governance. Trustees will be better prepared for the challenges libraries face, which will, in turn, greatly benefit Illinois communities. After all, as Andrew Carnegie once said, "A library outranks any other one thing a community can do to benefit its people. It is a never-failing spring in the desert." ILA



"We're also drawing on the knowledge and experience of subject matter experts across Illinois who are contributing content to the learning modules that matter most for our library trustees."

St. Charles Public Library
Renovation and Expansion

SHEEHAN
NAGLE
HARTRAY
ARCHITECTS
A WOOLPERT COMPANY

Performance Driven, Poetically Crafted Architecture

Alex Towers, The Joseph Sears School, Kenilworth

My Turn: Neurodivergence in Libraries

If you thought trying to find a job during the height of a once-in-a-lifetime pandemic was tough, imagine trying to find a job during the height of a once-in-a-lifetime pandemic and being on the autism spectrum. That seemed to be the case with me during the first two months of 2022. After being rejected from numerous public library jobs that I felt I was more than qualified for (I received an MSLIS from the University of Illinois' iSchool six months earlier), I felt angry, hopeless, and disappointed. Could it be possible, I wondered, that because I had disclosed my diagnosis in every interview I had, the libraries based their hiring decision on that fact alone as opposed to the qualifications on my resume? The thought of being discriminated against in this manner was too much for me to comprehend because I had been working in public libraries since the age of fourteen, when I began volunteering at the Glencoe Public Library.

However, just when I was about to give up hope, an amazing opportunity in the form of the Joseph Sears School in Kenilworth presented itself, and it would change my life forever. The opportunity presented itself when Carrie De La Cruz, the Sears School's Director of Student Services, stopped by Have Dreams, an Evanston-based autism resource organization that I have been involved with for over ten years. At the time, I was taking part in a job readiness program called Have Dreams Academy (HDA), and Carrie, along with a few other local community leaders, had visited to take part in a "career day" of sorts. They asked my fellow participants and me questions about ourselves and our work experience. When it was my turn, I told Carrie that I was conducting my HDA internship through the Evanston Public Library, possessed an MSLIS degree, and had a part-time job at my hometown public library in Glencoe.

I didn't think much of it at the time, but it just so happened that this little encounter was one of the most serendipitous moments of my life. Shortly after Have Dreams Academy wrapped up, my job coach, Lora Slutsky, called me and said that she had been in contact with the Sears School and their then-head librarian, Lynette Bromiel. Apparently, Carrie had told Lynette that my credentials were impressive. It turned out that the school was looking for a new library aide to help them prepare for a library renovation, and Lora asked if I would be interested in this opening. When I first heard this news, I was a little apprehensive; my limited library experience was in public libraries. However, I quickly realized that opportunities like this are the kinds you really only get once in your lifetime, so I ultimately decided this was a position worth applying for.

After filling out the required paperwork and coming into Sears for some shadowing with Lynette, I anxiously awaited my fate. I felt I had rolled the dice big-time when applying for this position, especially as I was coming off a disheartening series of rejections. Nonetheless, I was cautiously optimistic about my chances with the Sears School. Would this be the royal flush I had been hoping for throughout my job search, or would this wind up being another instance of being discriminated against on the basis of disability? A week after my shadowing, I got an incredibly happy email from Lynette: I was hired! Needless to say, I was euphoric beyond belief; Lynette understood that me being neurodiverse indeed meant some extra accommodations, but also understood that my autism is a big part of why I am a detail-oriented hard worker with a passion for libraries. In other words, Lynette hired me because she focused on my abilities as a person and not any shortcomings associated with my disability. The world desperately needs more employers like Lynette, who truly mean it when they say they are welcoming to all people!

JOB SEARCH

I started working at the Joseph Sears School in March of 2022 in what began as a part-time role, doing shelf-reading and packing up boxes. One year later, that role has been upgraded to a full-time position, with duties ranging from checking in books, making booklists, and assisting in the school's Library Club on Thursday mornings. When I began my Library Aide job, I had mentioned to Lynette that I preferred working in a quiet space and away from students, and she made sure to accommodate me with those requests. However, as time went on, my role gradually transitioned from being mostly behind-the-scenes to more forward-facing, as I became much more comfortable sharing the space with the Sears School's incredible students. A shortcoming of many neurodiverse individuals is adapting to changes in a routine, and while I share this trait, I ultimately learned to embrace my behind-the-scenes duties being phased out because Lynette and the Sears team made the transitory process go at a pace that did not feel too rapid.

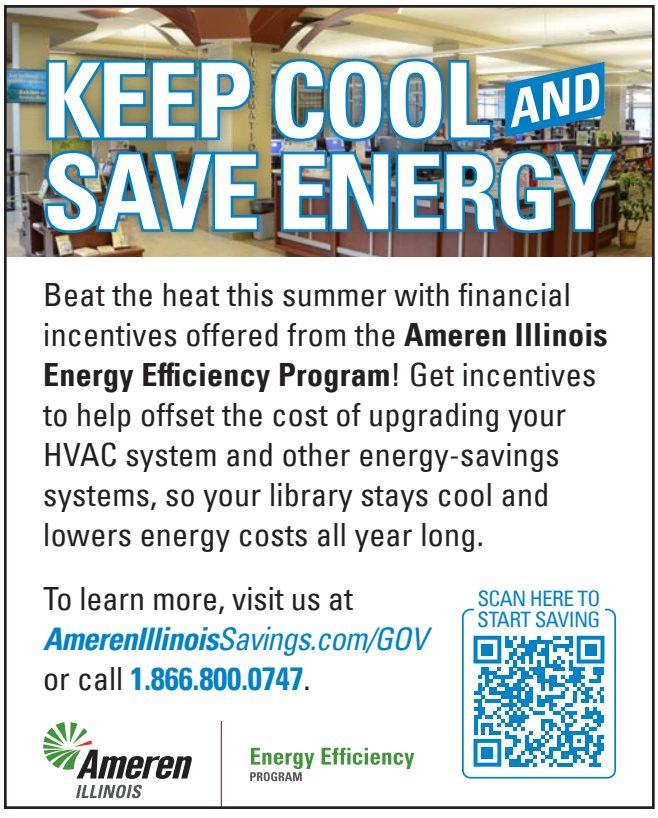
So far, it has been an absolute thrill to be part of the Sears School family because working in a school library setting (a K-8 school, no less) has given me the opportunity to work with children on a more direct level. Whether it's helping them locate a book or complimenting their artwork in Library Club, interacting with kids of all ages brings me so much joy, knowing that I am making an impact on their lives that I hope they won't forget as they grow up. Additionally, every day at work, students address me as "Mr. Towers," which makes my heart grow in size like the Grinch's every time. What's more, even though I'm a library aide, I would like children, especially neurodiverse children, to see me as something more than just a guy who works in the library; I hope that they see me as a buddy of sorts who has had similar experiences, struggling with anxiety and learning differently than their allistic (non-autistic) counterparts.

In a way, I would love to be in the shoes of today's neurodiverse youth because having an autistic mentor is something that I feel could have really helped me when I was a kid myself (even though I received incredible support throughout my entire education that I am grateful for). I have mentioned this idea to Carrie, and she has told me that my idea is excellent and it could potentially become a reality once the 2023-24 school year rolls around because one of the students in the school's Little Adventurers program is on the spectrum. If it does happen, it would be a dream come true, as it would combine my love of libraries and books with my wishes to ensure today's generation of children on the spectrum get the kind of extra-special and inclusive support I never had in my own childhood.

I hope that my journey from being unemployed and frustrated to having a full-time public school library job I love will serve as a wake-up call of sorts for employers across the library world to be more inclusive with hiring qualified neurodiverse applicants. However, I want that hope to become a reality sooner rather than later, because if my job hunting experience is any indication, libraries of all stripes in Illinois have some more steps to do if they want to be inclusive. From my research, I am unable to find any publicly-available data on how many autistic people work in Illinois libraries, whether school libraries or public ones.

In my case, I was beyond fortunate to have people like Carrie, Lynette and Lora hold my hand throughout the application and interview process because they understood that me being on the spectrum required some steps on their respective ends to make me feel more confident.

Additionally, since neurodiverse individuals work best with clear expectations and structure, I would strongly advise employers to include structured visual aids to ensure their employees understand the requirements of their respective position. Finally, and most importantly, employers should never prioritize their neurodiverse employees over those who aren't neurodiverse. These are simple steps to follow, and I wish more employers like the Sears School would apply them. ILA



ILA Welcomes New Members

On behalf of the ILA community, Executive Board, and staff we would like to welcome our recent new members. We hope as a member of ILA you contribute, grow, and thrive within the library profession and the ILA community; and support ILA's continuing efforts to create and promote the highest quality library services for all people in Illinois.

ASSOCIATE MEMBERS

Constellation Telecom, Bolingbrook
Sawyer Falduto Asset Management, LLC, Elmhurst
WEBIT Services, Inc., Naperville

TRUSTEE MEMBERS

Ruth Bittner, Peoria Public Library
Michael Harris, Allerton Public Library District
Michael Jaworek, Zion-Benton Public Library District
Ryan Jumper, Edwardsville Public Library
Courtney Lee, Peoria Public Library
Roberta Parks, Peoria Public Library

PERSONAL MEMBERS

Kadet Alaks, College of DuPage
Sara Angel, Westmont Public Library
Chrissy Bellizzi, Six Mile Regional Library District
Leisl Bonakdarpour-Jaberg, Glenview
Brianna Bone, Elmhurst Public Library
Kaitlyn Frye, Carol Stream Public Library
Amy Gajeski, Bridgeview Public Library
Mary Golden, Lemont Public Library District
Mary Hall-Pumphrey, Governors State University Library
Edward Herdrich, Gail Borden Public Library District
Loren Mindell, Chicago State University
Margaux Morrone, Geneva Public Library District
Anastasiya Olkanetskaya, Bartlett Public Library District
Tanya Prater, District 50 Schools
Gretchen Rings, The Field Museum
Penny Sympson, Wiss, Janney, Elstner Associates Inc.
Carrie Wolinski, Geneva Public Library District

STUDENT MEMBERS

Sarah Alvin, Wheaton
Andrea Arias Bahena, Westchester
Annie Bahringer, Fredonia, WI
Kirk Bowman, Chicago
Caleb Britton, Champaign
Corinne Chichester, State College, PA
Nicole Cowan, Chicago
Jamie Gentry, Chicago
Zhaneille Green, Urbana
Samantha Iadanza, Schaumburg
Rachel Kryzak, Chicago
Mary Lawrence, Champaign
Jackie Mann, Chicago
Sylvie Manuel, Champaign
MarQuinta Moore, Hazel Crest
Elizabeth Nguyen, Berwyn
Sarah Pirila, Champaign
Xochitl Quiroz, Champaign
Maile Roen, Mascoutah
Angelina Santana, Forest Park
Frederic Santerre, Fort Lauderdale, FL
Mary Schiavone, Champaign
Leslie Taylor, Champaign
Blaine Teppema, Chicago
Megan Tideman, Forest Park
Miguel Vazquez, Chicago
Claire Wrobel, Bloomingdale

2023 Election Results

VICE PRESIDENT/PRESIDENT-ELECT

Amy Byers – *Elected*
Chatham Public Library District

Ashley Stewart
Caseyville Public Library District

BOARD OF DIRECTORS

(three-year term beginning July 1, 2023 through June 30, 2026)
A candidate from each pairing will be elected in accordance with the ILA bylaws as amended at the 1998 ILA Annual Conference; a total of four directors will be elected to serve three-year terms on the ILA Executive Board.

DIRECTOR-AT-LARGE

Gretchen Rings – *Elected*
The Field Museum

Penny Sympson
Wiss, Janney, Elstner Associates Inc.

DIRECTOR-AT-LARGE

Dawn Bussey – *Elected*
Glen Ellyn Public Library

Jen Abler
Oak Lawn Public Library

DIRECTOR-AT-LARGE

Laura Keyes-Kaplafka – *Elected*
Dunlap Public Library District

Angela Campbell
Rock Island Public Library

DIRECTOR-AT-LARGE

Gwen Harrison – *Elected*
IL State Library

Elena Carrillo
University of Illinois at Chicago

2023 Illinois Library Association Annual Conference

October 24–26 • BOS Center, Springfield

For full conference information and to register online: ila.org/conference

#ILAAC23

Join us this fall for ILA's Annual Conference in Springfield! The Conference Program Committee and ILA staff are excited about this year's theme – **"Connect, Cultivate, Collaborate."** The fun runs October 24–26 (Tuesday-Thursday), 2023, at the BOS Center in Springfield.

Connection is all around us, from the ways we connect with our trustees, our patrons, and our colleagues, to the ideas and principles with which we connect through our work.

Cultivation is growth. ILA is dedicated to cultivating librarians and library workers, regardless of where they are on their career path or what role they play in their institution, through high-caliber professional development opportunities such as the Annual Conference.

Collaborations are paramount in the work we do. Through partnerships with each other and with schools, businesses, historical societies, and other local and regional entities, we strengthen our organizations and further our missions.

It's in this spirit of the "three C's" that we invite you to our state's capital for this three-day Conference. Hear from keynote speaker Dr. Emily Knox, an internationally-recognized expert on intellectual freedom and book challenges who teaches at UIUC's School of Information Sciences. Her most recent book, *Foundations of Intellectual Freedom* (ALA Neal-Schuman), won the 2023 Eli M. Oboler Prize for best published work in the area of intellectual freedom.

Also hear from Caldecott medalist Jason Chin during the Youth Services Forum Author Breakfast. While researching his books, he's gone swimming with sharks, explored lava fields, and camped with scorpions at the bottom of the Grand Canyon. Jason loves making art, learning about science, and getting outside to hike, bike, ski, and explore. Jason Chin is a featured artist for the 2024 iREAD summer reading program, with the theme "Read, Renew, Repeat."

In all, the Annual Conference will feature programming for library workers, administrators, and trustees at all levels of experience and job responsibilities. Your full-Conference registration will include access to the Opening General Session, President's Program, all educational programming, and the two-day exposition featuring library vendors, poster sessions, and complimentary lunches and snacks in the exhibit hall. **"Connect, Cultivate, Collaborate"** requires finding our commonalities, while still acknowledging and respecting our differences, and we hope you will approach all of the activities at this year's Conference with that in mind.

And be sure to mark your calendars for the 2024 ILA Annual Conference, October 8–10, 2024, at the Peoria Civic Center in Peoria.

Ryan Johnson
ILA President

Amber Creger
Conference Co-Chair

Eric Edwards
Conference Co-Chair

Thank You to Our Conference Sponsors

Leadership Partner	Platinum Partner	Silver Partners
TBS Today's Business Solutions, Inc. LIRA Libraries of Illinois Risk Agency	iREAD Reading Programs	Dominican Ancel Glink Diamond Bush DiCianni & Krafthefer

2023 ILA Annual Conference Program Committee

Ryan Johnson, ILA President
O'Fallon Public Library

Amber Creger, Co-Chair
Schaumburg Township District Library

Eric Edwards, Co-Chair
Ilinois State Library

Steve Brantley
Eastern Illinois University

Tricia Duzan
Champaign Public Library

Jackie Keck
Caseyville Public Library District

Rene Leyva
Fossil Ridge Public Library District

Kathy Caudill
Ela Area Public Library District

Joshua Newport
Illinois State University

Jennifer Paliatka
Elmhurst University

Tim Prendergast
Hodgkins Public Library District

Allyson Renell
Downers Grove Public Library

Charity Ringel
University of Illinois at Springfield

Carly Thompson
Palatine Public Library District

Sandra West
Rend Lake College

Featured Speakers

Dr. Emily J.M. Knox

Opening General Session
Tuesday, October 24

Emily (she/her) is an associate professor in the School of Information Sciences at the University of Illinois at Urbana-Champaign.

Her book, *Book Banning in 21st Century America* (Rowman & Littlefield) is the first monograph in the Beta Phi Mu Scholars' Series. Her most recent book *Foundations of Intellectual Freedom* (ALA Neal-Schuman) won the 2023 Eli M. Oboler Prize for best published work in the area of intellectual freedom. Emily's articles have been published in *The Library Quarterly, Library and Information Science Research*, and *Open Information Science*.

Emily serves on the board of National Coalition Against Censorship and is the editor of the *Journal of Intellectual Freedom and Privacy*.

Her research interests include information access, intellectual freedom and censorship, information ethics and policy, and the intersection of print culture and reading practices. She is also a member of the Mapping Information Access research team.

She has been interviewed by media outlets such as NPR, the *Washington Post, Time,* and *Slate*.

Emily received her Ph.D. from the doctoral program at the Rutgers University School of Communication & Information. Her master's in library and information science is from the iSchool at Illinois. She also holds a B.A. in Religious Studies from Smith College and an A.M. in the same field from The University of Chicago Divinity School.

Jason Chin

Youth Services Forum Author Breakfast
Wednesday, October 25

Caldecott medalist Jason Chin is the author and illustrator of many acclaimed books, including *Grand Canyon, Redwoods* and *Your Place in the Universe*. He received the 2022 Caldecott Medal for *Watercress*, by Andrea Wang and a Caldecott Honor, Sibert Honor, and the NCTE Orbis Pictus award for *Grand Canyon*. While researching his books, he's gone swimming with sharks, explored lava fields and camped with scorpions at the bottom of the Grand Canyon. Jason loves making art, learning about science and getting outside to hike, bike, ski and explore.

Jason grew up in a small town in New Hampshire that happened to be home to Caldecott medalist Trina Schart Hyman. Hyman presented regularly at his elementary school and they met when he was a teenager. She became his mentor and guided him as he pursued a career in the arts. Jason studied art at Syracuse University and began his illustration career while living in New York City. In 2009, he published *Redwoods*, his first book as both author and illustrator. Since then, he has written and illustrated numerous award-winning books that combine his passion for nature, science and art. Jason now lives with his family in Vermont.

Jason Chin is a featured artist for the 2024 iREAD summer reading program theme: Read, Renew, Repeat.

Program Schedule at a Glance

Monday, October 23	
8:00–10:00 P.M.	President's Reception

Tuesday, October 24	
8:00 A.M. – 5:00 P.M	Help Desk Open
9:00 – 10:30 A.M.	TBS Opening General Session, featuring Dr. Emily J.M. Knox
10:45 – 11:45 A.M	Program Session 1
Noon – 1:15 P.M.	Awards Luncheon
1:30 – 2:30 P.M.	Program Session 2
2:45 – 3:45 P.M.	Program Session 3
4:00 – 5:00 P.M.	Program Session 4

Wednesday, October 25	
8:00 A.M. – 5:00 P.M.	Help Desk Open
8:00 – 10:00 A.M	Youth Services Forum Author Breakfast featuring Jason Chin
8:00 – 10:00 A.M.	Academic Libraries Unconference
9:00 – 10:00 A.M.	Program Session 5
10:30 A.M. – Noon	ILA Membership Meeting & President's Program
Noon – 5:00 P.M.	Exhibits Open
Noon – 1:30 P.M.	Exhibits Opening Lunch
12:15 – 1:30 P.M.	IACRL Luncheon
1:45 – 2:45 P.M.	Program Session 6
3:00 – 4:00 P.M.	Program Session 7
4:00 – 5:00 P.M.	Exhibits Snack Break

Thursday, October 26	
8:00 A.M. – 4:30 P.M	Help Desk Open
9:00 A.M. – 2:00 P.M	Exhibits Open
8:00 – 10:00 A.M.	Youth & YA Services Unconference
8:30 – 9:00 A.M.	Trustee Continental Breakfast
9:00 – 10:00 A.M	Program Session 8
10:00 – 11:00 A.M.	Exhibits Coffee Break
11:00 A.M. – Noon	Program Session 9
Noon – 1:30 P.M.	Exhibits Closing Lunch
12:15 – 1:30 P.M.	Trustee Luncheon
1:45 – 2:45 P.M.	Program Session 10
3:00 – 4:00 P.M.	Program Session 11

Conference Highlights

For a complete list and full descriptions of conference programs and events, visit ila.org/conference.

Academic Libraries Unconference

Wednesday, October 25, 8:00 – 10:00 A.M.

Join your academic colleagues for networking, idea sharing, and a continental breakfast to discuss topics important to our everyday work. Facilitators will recommend topics for discussion, but audience members will be encouraged to contribute their suggestions as well. Attendees will walk away with innovative ideas to implement in their daily work. Academic library staff from all departments, classifications, and levels of experience are welcome and encouraged to attend! Hosted by Illinois Association of College and Research Libraries (IACRL)

Awards Ceremony & Luncheon

Tuesday, October 24, Noon – 1:15 P.M.

Join us to celebrate our colleagues and friends within the Illinois library community. As we do each year, we will honor and recognize the best in libraries throughout the state. Tickets for the Awards Luncheon can be purchased when you register. *Pre-registration is required for this ticketed event. If you do not register for this event, you are on your own for lunch on Tuesday.*

DiversiTEA

Wednesday, October 25, 3:00 – 4:00 P.M.

Join the ILA Diversity Committee for tea and a presentation. DiversiTEA is open to all conference attendees.

ILA Membership Meeting & President's Program

Wednesday, October 25, 10:30 A.M. – Noon

Learn more about what happened in your association in the past year and what we're looking forward to in the coming year. Non-members are invited to attend the Membership Meeting. A presentation by a speaker to be named will follow the Membership Meeting.

IACRL Luncheon

Wednesday, October 25, 12:15 – 1:30 P.M.

Join your academic library colleagues for a luncheon. *Pre-registration is required for this ticketed event.*

President's Reception

Monday, October 23, 8:00 – 10:00 P.M.

Join ILA President, Ryan Johnson, to kick off the start of the 2023 Annual Conference. The President's Reception is open to all conference attendees and light refreshments and a cash bar will be provided.

Trustee Day

Thursday, October 26, 8:00 A.M. – 4:00 P.M.

A full day of conference programming is planned for library trustees. The day begins with a continental breakfast and includes a luncheon and time in the exhibit hall. *Trustee Day registration is required in order to attend meal events.*

Youth Services Forum Author Breakfast

Wednesday, October 25, 8:00 – 10:00 A.M.

Jason Chin, a featured artist for the 2024 iREAD summer reading program theme: Read, Renew, Repeat, will discuss his work at this annual event. A book signing will follow the breakfast. *Pre-registration is required for this ticketed event.*

Youth and Young Adult Services Unconference

Thursday, October 26, 8:00 – 10:00 A.M.

In this discussion-based session, participants will suggest and vote on current and relevant issues or topics they are confronting in their daily work to discuss with other youth & young adult library workers. The top suggestions will be used as a starting point for multiple group-based discussions. This will be an informal exchange of information and ideas among participants.

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Conference Information

Visit the Exhibit Hall

Exhibits Hours:	
Wednesday, October 25	Noon – 5:00 P.M.
Thursday, October 26	9:00 A.M. – 2:00 P.M.

The following free events will be held in the exhibit hall:

Wednesday, October 25	
Exhibits Opening Buffet Lunch	Noon – 1:30 P.M.
Exhibits Afternoon Snack Break	4:00 – 5:00 P.M.

Thursday, October 26	
Exhibits Morning Coffee Break	10:00 – 11:00 A.M.
Exhibits Closing Buffet Lunch	Noon – 1:30 P.M.

Exhibits are not open on Tuesday, October 24.

Exhibits-Only Pass

One-day, Exhibits-Only passes are available for $40 Early Bird or $50 Advanced. Exhibits-Only passes do not include attendance at conference programming. Passes must be purchased online in advance and will not be available for purchase on site.

Accessibility

ILA wants to make your conference experience pleasant and accessible.

- All conference hotels offer accessible sleeping rooms on request.
- Leader animals are welcome throughout the conference.
- Complimentary ASL interpreters are available by request.*
- Complimentary mobility scooters are available by request.*
- A Mothers Room will be available in the convention center.
- A quiet room will be available for attendees who need a break from conference activity.

*Requests for scooters and ASL interpreters must be received by September 30. Contact Kristin Pekoll at kpekoll@ila.org to submit your request.

Dietary Accommodations

When registering for a meal event, you must indicate if you require dietary accommodations, e.g. gluten-free, vegan, vegetarian, allergy. We cannot accommodate dietary restrictions given on-site.

Hotels

Visit ila.org/conference for reservation information on conference hotels. Room blocks have been reserved for Monday, October 23 to Thursday, October 26, 2023. Reservations must be made by October 2, 2023.

President Abraham Lincoln Springfield (A DoubleTree by Hilton)
701 East Adams St
Springfield, IL 62701

Wyndham Springfield City Centre
700 East Adams St
Springfield, IL 62701

Mobile App

Attendees are able to access full event schedules, rate sessions, and customize their own agendas in the ILA conference mobile app.

Professional Headshot Studio

Complimentary head shots are available at the conference. An online signup will be available in early October and photos will be shared with attendees within two weeks after the conference.

Statement of Appropriate Conduct

The Illinois Library Association (ILA) holds an annual conference to enable its members to receive continuing education, build professional networks, and discover new products and services for professional use; and hosts a number of additional continuing education opportunities and events. To provide all participants—members and other attendees, speakers, exhibitors, staff, and volunteers—the opportunity to benefit from these events, ILA is committed to providing a harassment-free environment for everyone, regardless of gender, sexual orientation, gender identity, gender expression, disability, physical appearance, race, ethnicity, religion, or other individual or group identity.

For more information and to review the Statement of Appropriate Conduct visit ila.org/conference.

WiFi Access

Complimentary WiFi will be available throughout the convention center.

Registration Rates & Deadlines

Your full conference registration includes access to all sessions, the exhibit hall, and networking. Register online at www.ila.org/conference
REGISTRATION DEADLINE: THURSDAY, OCTOBER 12. (Includes conference registrations, exhibits only, and special event registrations. No registrations will be available on-site.)

Full Conference	Early Bird (by 10/2)	Advance by (10/12)
ILA Member*	$300	$350
Non-Member	$350	$400
Full-Time Student/Retired Member**	$200	$250
Full-Time Student/Retired Non-Member**	$250	$300

Single Day	Early Bird (by 10/2)	Advance by (10/12)
ILA Member*	$225	$275
Non-Member	$275	$325
Full-Time Student/Retired Member**	$150	$224
Full-Time Student/Retired Non-Member**	$200	$250

Trustee	Early Bird (by 10/2)	Advance by (10/12)
ILA Member Trustee Day Only (Thursday, October 26)*	$250	$300
Non-Member Trustee Day Only (Thursday, October 26)*	$300	$350
ILA Member Trustee Day + full conference*	$325	$375
Non-Member Trustee Day + full conference	$375	$425

Exhibits Only	Early Bird (by 10/2)	Advance by (10/12)
Single Day Access to Exhibit Floor Only	$40	$50

Special Events	Early Bird (by 10/2)	Advance by (10/12)
Please plan to register early to save money and secure your space.		
Tuesday, October 24 Awards Luncheon	$50	$60
Wednesday, October 25 Youth Services Forum Author Breakfast	$35	$45
Wednesday, October 25 IACRL Luncheon	$40	$50

* Attendees can register at the ILA Member rate if they have either a Personal Membership or work at a library that has an Institutional Membership. If you are not sure of your membership or member status, please email ila@ila.org.

**These registrant types apply to full time students and retired librarians. If you do not fall into these categories and you register at this rate, you will be billed for the appropriate level of registration and will not be allowed to fully register for the conference until the correct registration rate is paid in full.

Conference speakers who are employed by, or a trustee of, a library (academic, public, school, special), a library agency, or library school located in the state of Illinois are required to register and pay the appropriate registration fee for the conference.

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If you have any questions regarding registration, please email ila@ila.org.

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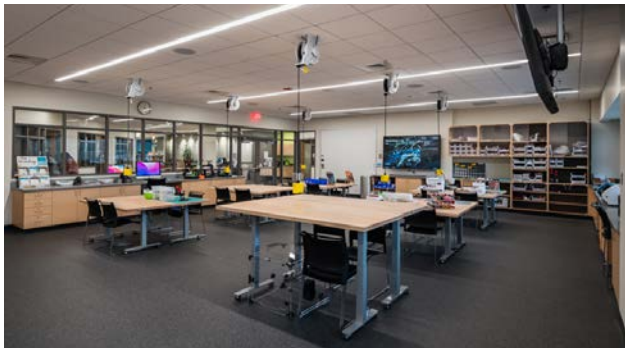

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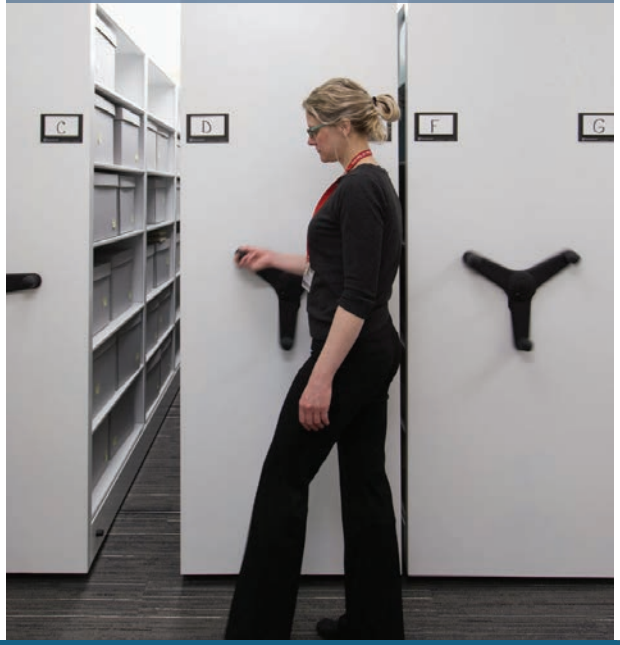

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