

System and Resource Library Administrators Association of Wisconsin

Q1 2026 Meeting Agenda

Date: Monday, February 9, 2025
Time: 1:00 PM – 4:00 PM
Location: South Central Library System
1650 Pankratz St, Madison, WI 53704

Recorder: Brittany Larson,
Bridges Library System

Virtual Link: [[Join the meeting](#)]

1. Welcome & Preliminary Business

- a. Call to Order
- b. Quorum Determination
- c. Proxy Announcements
- d. Introductions / Welcome Guests (Heser)
- e. Approval of the Agenda
- f. [Approval of Minutes from October 28, 2025](#) (Heser)
- g. [Treasurer's Report](#) (Anderson)
- h. LD&L Report (Gay/Conway)

2. Discussion Topic

Safety and Security Practices

- a. Open roundtable discussion on the type of safety and security practices being implemented in libraries, and how they are being funded. How are these practices evolving given recent events?
- b. Attachment: [WLA Guidance and Support for Libraries](#)

3. New Business

- a. Voices 4 Libraries and SRLAAW funding support (Vreeke)
- b. Library/Municipal Administrative Procedures Training Unit (Ohs)

4. Old Business

- a. Report from the Nominations Committee
- b. [SRLAAW Bylaws workgroup update](#) (Heser)
- c. [Discussion topic survey results](#) (Heser)

6. Partner & Affiliated Organization Reports

- a. COLAND
- b. DPI
- c. [Recollection Wisconsin](#)
- d. [WILS](#)
- e. [WLA](#)
- f. WPLC

5. Member Engagement

- a. Member Roundtable

7. Closing

- a. Next Meeting: Tuesday, April 27, 3:30 – 5:30 at the WAPL Conference site
- b. Adjournment

Note: All agenda items are considered action items, regardless of action taken.

**System and Resource Library Administrators Association of Wisconsin
(SRLAAW)
Q4 2025 Meeting Minutes**

Date: Tuesday, October 28, 2025
Time: 12:30 PM – 3:00 PM
Location: Salons F&G, Madison Marriott West (WLA Conference Site)
Recorder: Marla Sepnafski, Wisconsin Valley Library Service

1. Welcome & Preliminary Business

a. Call to Order

Chair Steve Hesper called the meeting to order at **12:31 PM**.

b. Quorum Determination

Members Present:

Steve Hesper, Chair (MCFLS), Leah Giordano, Vice Chair (Marathon County PL), Kristen Anderson, Treasurer (WRLS), Karin Adams (Manitowoc PL), Nick Demske (Racine PL), Katherine Elchert (NWLS), Tana Elias (Madison PL), Darryl Eschete (Oshkosh), Bruce Gay (Waukesha PL), Riti Grover (Monarch), Sue Heskin (Superior PL), Brittany Larson (Bridges), Jessie Lee-Jones (Platteville PL), Angela Noel (SWLS), Steve Ohs (PPLS), Colleen Rortvedt (Appleton PL), Becky Scherer (MCLS), Marla Sepnafski (WVLS), Clairellyn Sommersmith (Winnefox), John Thompson (IFLS), Sarah Townsend (Kenosha), Tracy Vreeke, (NFLS), Dawn Wacek (La Crosse)

Excused:

Garrett Erickson (Sheboygan PL), Joan Johnson (Milwaukee) Nancy Kerr (LEPMPL), Shannon Schultz (SCLS)

Affiliated Members/Guests:

Ben Miller (DPI), Teresa Schmidt (DPI), Elizabeth Tomev (DPI), Jennifer Chamberlain (WiLS), Sara Gold WiLS/WPLC, Kara Sullivan (WLA), Ellen Kupfer (COLAND) Sarah Cournoyer (Beaver Dam PL)

c. Proxy Announcements:

Colleen Rortvedt (Appleton PL) served as a proxy for Bradley Shipps (OWLS), Gene Anderson (SCLS) proxy for Shannon Shultz, Alaina Morales proxy for Sarah Sugden (BCL)

d. Introductions/Welcome Guests

Steve Hesar welcomed attendees and guests.

e. Approval of the Agenda

John Thompson motioned to approve the agenda as presented. Riti Grover seconded. **Motion carried.**

f. Approval of the Minutes of August 8, 2025 Meeting

Steve Ohs motioned to approve the minutes of the August 8, 2025 meeting as presented. Angela Noel seconded. **Motion carried.**

g. Treasurer's Report

Kristen Anderson reviewed highlights from the Treasurer's Report included in the meeting packet. The SRLAAW account received **\$225 in interest income** and incurred expenses of **\$505.31** (NFLS for advocacy travel) and **\$2,177.03** (MCFLS postcard printing), leaving a balance of **\$4,852.18** as of October 21, 2025.

Bruce Gay motions to accept the Treasurer's Report as presented. Tracy Vreeke seconded. **Motion carried.**

h. LD&L Report

Bruce Gay provided highlights from the September 26, 2025 Library Development and Legislation (LD&L) Committee meeting held at the Middleton Public Library:

- There has been little legislative activity following passage of the 2025-2027 biennial budget.
- Rep. Udell (D-Fitchburg, AD-47) requested feedback from WLA on draft legislation related to library material challenges. While intended to reduce frivolous challenges, the bill was not expected to gain traction.
- The Libraries Transform Poster project continues, with Pam at the WLA office assuming responsibility for this project.
- Library Legislative Day is scheduled for **February 10, 2026** at the Park Hotel.

A suggestion was made to alert LD&L to enlist the system marketing cohort in promoting Library Legislative Day. This led to a robust discussion about messaging and coordination when communicating with legislators. Key points included:

- Legislators may receive multiple packets; concerns were raised about volume and redundancy.
- Messaging should remain concise, consistent, and coordinated where possible.
- WLA's legislator packets require significant effort and customizing them further may be cumbersome.
- A potential model could include a statewide one-page message paired with system- or region-specific data.
- Individual stories remain important and valued by legislators.
- Systems must explain use of state aid, but legislators also want local impact stories.

Bruce Gay stated he would share highlights of this discussion with LD&L during its upcoming planning meeting for Library Legislative Day and will follow up with Steve Heser.

Kara Sullivan mentioned that she and Steve Conway conducted introductory visits with several legislators' offices, including Representative Udell's, to discuss WLA's role in serving Wisconsin's libraries.

2. Discussion Topic

Baker & Taylor Makes Plans to Cease Operations

- Background: American Libraries article (Marshall Breeding)**
- Open roundtable discussion on B&T alternatives, changes to ordering workflows and impact on staff and patrons**

Steve Heser referenced the *American Libraries* article by Marshall Breeding (linked in the agenda) and invited discussion on how Baker & Taylor's closure is affecting libraries. Highlights of the conversation follow.

How are Libraries Handling the Change?

- Many libraries anticipated the closure but are still struggling.
- Communication from Amazon has been inconsistent.
- Outstanding orders and end-of-year budget cycle timing are major concerns.
- Technical services staff are experiencing increased stress and backlogs.
- Smaller vendors lack cataloging piece that libraries relied on from B&T.
- Some vendors, especially those specializing in children's materials, have proactively reached out to libraries.
- Larger vendors, such as Ingram, may not have the capacity to accept an influx of new customers.
- Smaller libraries with part-time cataloging staff are experiencing backlogs.

- There is a materials expenditure per capita minimum in the Waukesha County Plan for Library Service. While libraries can miss the minimum once in the life of the plan, there is some concern for libraries that have already missed the minimum.

How are Systems Helping?

- Systems are hosting all-director conversations as a way for libraries to share their issues with others and to offer solutions.
- One system is exploring ways to assist with library materials processing.
- Systems are sharing links to vendor information and other resources.
- It was suggested there could be a role for systems if libraries experience challenges with getting bestsellers from vendors.
- One system purchases WiLS discounts on behalf of their member libraries.

What have Libraries Heard from Patrons?

- Most libraries have not yet heard complaints; it may be too early.
- Libraries that transitioned away from B&T earlier reported fewer and less significant delays with order fulfillments.

The discussion also raised related questions about staff resiliency training. It was noted that training is typically geared to public-facing interactions and with de-escalating patron conversations, and less on training for those who work behind the scenes.

Jennifer Chamberlain noted that WiLS had thought about doing a webinar or training along these lines but was uncertain how to pull it all together. She was open to suggestions and follow-up conversations with those who may be interested.

3. New Business

a. Appointment of nominations committee

Steve Hesper asked for volunteers to serve on the nominations committee. Riti Grover, Colleen Rortvedt, and Tracy Vreeke volunteered to serve.

The committee will present a slate of officers at the February 9, 2026 meeting. Officer terms are for one year, with a maximum of three consecutive terms.

A discussion ensued about possibly extending officer terms to two or three years. Steve Hesper said that he would put this topic on the February agenda for further discussion.

As part of this discussion, Clairellyn Sommersmith commented positively on the updated agenda format and reorder of topics.

b. Discussion on SRLAAW meeting length

Members discussed extending meeting lengths – particularly in February and August – to allow deeper discussion and possibly including lunch. There was consensus that meetings should focus on practical information, best practices, and peer learning.

This led to a broader discussion about SRLAAW’s purpose and intent of meetings.

Colleen Rortvedt described SRLAAW meetings as a trusted space for candid discussion of sensitive political issues, noting that resource libraries are often the canaries in the coal mine and serve as early indicators of statewide challenges.

Tracy Vreeke commented that there is potential for SRLAAW to be something different and evolve to better meet members’ needs.

Many commented that they saw value in SRLAAW meetings, and that getting together and hearing from one another, getting the pulse on what is happening across the library community, served a unique purpose.

John Thompson raised the need to review and update SRLAAW’s bylaws, which have not been revised since 1995. He further stated that while some of the objectives in the bylaws may still hold true, the bylaws could be updated to give SRLAAW more meaning, purpose and push the envelope a bit.

Ben Miller shared that he thought SRLAAW to be an incredibly productive group for the Wisconsin library community, citing SRLAAW’s success with the PLSR and advocacy efforts. He suggested coordination with other library groups to clarify roles and avoid duplication, and offered to help facilitate cross-group conversations.

The group agreed that this matter should come back for further discussion in February, and that preparatory work be done prior.

Steve Hesel will consult with Leah Giordano to determine next steps and send a follow-up email seeking volunteers.

(Note: it was during this discussion that Leah Giordano reminded the group of her plan to host a SRLAAW party the evening before the August SRLAAW meeting.)

c. Ideas for future discussion topics

Clairellyn Sommersmith shared future topics including:

- Long-term system and library projects and process management
- Rebranding processes (e.g. Oshkosh Public Library)
- Change management
- Innovative and emerging practices at resource libraries

4. Old Business

a. Review of SRLAAW distribution list

Steve Ohs discussed the need to clarify criteria for maintaining the SRLAAW distribution list. As the person responsible for managing the list, he was not aware of any hard and fast guidelines for who needs to be on the list, and when people should be removed.

Following a lengthy discussion, the group recommended limiting membership on the list to one representative per organization.

Steve Ohs will work with Steve Hesel to clean up the list.

b. IMLS Postcard campaign

Steve Hesel thanked libraries and systems for their efforts to make the campaign such a success. Approximately 11,800 postcards were sent to Congress. He suggested that libraries and systems retain unused postcards for future advocacy efforts. Ben Miller also expressed appreciation for the IMLS postcard campaign, noting the significance of IMLS funding to maintain staff.

5. Partner & Affiliated Organization Reports

a. COLAND

Ben Miller shared the COLAND Report on behalf of Ellen Kupfer. COLAND has three active subcommittees: Tribal Libraries, Department of Corrections (both established in September 2025) and Broadband.

Ben is providing COLAND with updates on library building projects that receive grants through the Flexible Facilities program and is trying to better document each project's progress and outcomes. He, John Thompson, and Teresa Schmidt have done some analysis of the applications, but more work needs to be done. There is an extensive need for building project funding and for wraparound support for planning and continuing education. Assessing the benefits of these grant projects might help to create a compelling story to share with legislators.

Members were invited to attend the **November 14 COLAND meeting** at the Appleton Public Library. The January and March 2026 meetings will be virtual.

b. DPI

Ben Millar reported optimism regarding IMLS appropriations included in House and Senate bills. He noted that the federal government shutdown does not affect Bureau of Libraries staff at this time.

Members were encouraged to complete the **Satisfaction with Heritage Quest from BadgerLink survey** by the **November 7** deadline, and to share it broadly with colleagues.

Two national library lobbying days were noted:

- ALA is sponsoring a National Library Legislative Day (late February 2026)
- COSLA (Chief Officers of State Library Agencies) 2026 Voices for Libraries (March 3-5, 2026)

A discussion ensued on what groups should be represented at these events (i.e., SRLAAW, COLAND, LD&L) and how people within these groups might be selected to participate.

Teresa Schmidt shared an update on the Wisconsin Public Library Standards project and that she and Jeni Schomber were presenting a session on the Standards process at the WLA conference.

Elizabeth Tomev reported on the Bureau's library visits in September to celebrate National Library Card Sign-Up Month. The written DPI Report in the SRLAAW meeting packet included a link to information and photos from the visits. She also provided an update on the WI Dept. of Public Instruction's migration from Google to Microsoft 365 as part of ongoing efforts to enhance cybersecurity and encouraged colleagues to contact members of the Bureau for Libraries team if they experienced difficulties with opening files, documents or web links.

c. Recollection Wisconsin

Ben Miller pointed to the Recollection Wisconsin Update included in the SRLAAW meeting packet. He highlighted that the recent joint meeting of the Recollection Wisconsin Governing Board and Steering Committee went well. He also mentioned that as a participating hub of the Digital Public Library of America (DPLA), Recollection Wisconsin representatives Ann Hanlon (Governing Board Chair) and Kristen Whitson (WiLS) were currently participating in a DPLA Summit in Philadelphia. The summit planned to discuss the difficulties DPLA was having with its transition to a new institutional home, and how to engage in shaping the process. Ben assured members that whatever the outcome of the summit, Recollection Wisconsin would be in a good place.

d. WiLS

Jennifer Chamberlain highlighted the City Library Collective's collaborative data project, and encouraged members to review the **2025 Ideas to Action Fund** proposals. WiLS received a record 64 submissions.

e. WLA

Kara Sullivan thanked members for welcoming her to the library community and supporting her in her new role and expressed her appreciation to those who supported the WLA and WAAL conferences.

She shared results of the 2025 WLA/WEMTA Intellectual Freedom Survey noting increased participation in the survey and strongly perceived support from communities, library administrations and boards.

f. WPLC

Becky Sherer reported that WPLC completed its first year of its Strategic Plan, and adopted new vision, mission, and values, and that a new website was set to launch at the end of the month. She also mentions that WPLC Technology Steering Committee and Board were in discussions to extend access to the WPLC Data Dashboard.

6. Member Engagement

a. Member Roundtable

Tracy Vreeke encouraged members to attend the **Nicolet Federated Library System's 50th Anniversary Open House on June 12, 2026.**

Bruce Gay mentioned that the Waukesha Public Library was the recipient of a grant from the Carnegie Foundation. They expect to receive the grant in January 2026.

7. Closing

a. Next Meeting: Monday, February 9, 2026 at SCLS Offices

b. Adjournment

Clairellyn Sommersmith motioned to adjourn the meeting. John Thompson seconded. **Motion carried.**

Meeting ended at **3:35 PM.**

SRLAAW

Treasurer Report

February 2026

The SRLAAW meeting funds are deposited in a segregated account in the LGIP under the auspices of the Winding Rivers Library System. Reimbursement for eligible expenses can be obtained by providing receipts to WRLS.

<u>Activity</u>	<u>Deposit</u>	<u>Expense</u>	<u>Balance</u>
2020 interest income	21.28		
Membership income - 2020	3100.00		
2021 interest income	3.84		
Funds as of December 31, 2021			\$6607.63
2022 interest income	105.97		
Funds as of December 31, 2022			\$6713.60
2023 interest income	341.22		
Expenditure: NFLS (meeting refreshments)		116.55	
2024 interest income	371.13		
			\$7309.40
2025 interest income	274.48		
Expenditure: NFLS advocacy travel		505.31	
Expenditure: MCFLS advocacy postcard printing		2177.03	
Funds as of January 22, 2026			\$4901.54

Respectfully submitted,
Kristen Anderson
SRLAAW Treasurer



WISCONSIN LIBRARY ASSOCIATION

Guidance and Support for Libraries: Responding to ICE

Dear Library Community,

I'm writing to share a resource guide that may be helpful as libraries navigate complex and sometimes uncertain situations in our communities. The attached guide outlines general best practices for what to do if immigration enforcement officials arrive at your library. It is designed to support library staff and leadership with practical information around roles, documentation, and response protocols—while reinforcing libraries' commitments to access, privacy, safety, and service to all patrons. Thank you to Katherine Elchert and Northern Waters Library System for their leadership and work on this important issue.

First and most important: you are already doing the most important work every day, simply by keeping your libraries open, welcoming, and competently run. Remember that no one is expected to be a legal expert in the moment. The important thing to do in the moment is to slow down, ask questions and follow policies and procedures.

Across ALA, DPI, and Wisconsin library system guidance, there is strong consistency on a few core points:

- Libraries are public spaces, and law enforcement (including ICE) may enter areas open to the public

- Library records and patron information remain protected by Wisconsin law and library policy
- Staff may refer law enforcement to the library director or designated person
- Requests for records generally require a court-issued subpoena, court order, or judicial warrant under Wisconsin law
- It is appropriate — and expected — to pause, document, and consult legal counsel rather than respond immediately

Let's be proactive rather than reactive:

Directors are encouraged to review a few practical steps with staff:

- Designate who is authorized to respond to law enforcement requests on staff
- Make sure staff know they can refer officers to you and do not need to answer questions themselves (see other NWLS ICE staff script for additional language to help front line staff)
- Require staff to review library policies and have a basic understanding of Wisconsin's confidentiality laws relating to library information ([WI Stat. 43.30](#))
- Clarify which areas of the building are public vs non-public; update signage for your non-public spaces; close/lock doors for non-public spaces
- Keep contact information for you, your system office, and legal counsel easily accessible

Here are other resources you can use:

From the American Library Association (ALA):

[Libraries Respond: Immigrants, Refugees, and Asylum Seekers](#) An overview resource that has a curated list of resources to help libraries and library staff effectively serve immigrants, refugees, and asylum seekers.

[How to Respond to Law Enforcement Requests for Library Records and User Information: Suggested Guidelines](#) While this resource was developed in 2021, it provides solid guidance to help library staff prepare for and respond to requests from law enforcement while safeguarding our professional ethics and state law.

ALA's Office of Intellectual Freedom created a one page handout on [Libraries and Immigration Enforcement](#) which is easy to understand and easy to print out as a PDF as a patron resource.

Examples from other public libraries:

Some public libraries have posted blogs, created booklists, or developed resources for patrons on ICE activities in their communities. Some nice examples include [St. Paul Public Library](#), [Skokie Public Library](#), and [Glendale Public Library](#).

From the National Immigration Law Center:

[Warrants & Subpoenas: What to Look Out for and How to Respond](#) This downloadable PDF factsheet provides clarification on how to distinguish between judicial warrants and subpoenas and their administrative immigration counterparts.

[A Guide for Employers: What to Do if immigration Comes to Your Workplace](#) Another downloadable PDF guide that provides practical advice for addressing immigration-related actions in the workplace. It was updated in 2025.

From the American Civil Liberties Union (ACLU):

[ACLU Immigrant Rights](#) Regardless of immigration status, community members have guaranteed rights under the Constitution. This website offers insight into various scenarios our community members might be struggling with.

[100 Mile Border Zone](#) This website explains what immigration enforcement can and cannot do within the 100-mile border zone and outlines the rights that still apply to everyone.

Immigrant Legal Resource Center (ILRC):

[Red cards](#) All people in the United States, regardless of immigration status, have certain rights and protections under the U.S. Constitution. The ILRC's red cards give examples of how people can exercise these rights. This resource provides information on [how to order red cards](#), [print your own in many languages](#) and [effectively use them](#).

Alongside these resources, here are two practical handouts for staff use:

ICE cheat sheet

This is a one-page quick reference that provides library staff with clear, Wisconsin-specific guidance on how to respond if ICE comes to the library. It outlines what to do if asked about an individual or library records, how to support patrons, and the steps to take before, during, and after an ICE encounter, with an emphasis on patron privacy, staff roles, and legal boundaries. I've attached it as a PDF, but here's [a link to edit it for your library in Canva](#).

ICE staff scripts:

This resource is a practical script designed to reduce stress and uncertainty for library staff during interactions with ICE. Organized by common scenarios, it offers exact phrases staff can use when asked about patrons, records, or access to non-public spaces, and explains the difference between administrative and judicial warrants in plain language. The script reinforces role clarity, patron privacy, and the importance of contacting the library director rather than engaging directly.

Remember that library staff are not be expected to act as law enforcement, social workers, or attorneys. They are librarians and library workers providing essential public service. Maintaining calm, professionalism, privacy, and access to information is not passive; it is the work. If a situation like this ever arises, please know that:

- You can pause
- You can call for help
- You can lean on your library system
- You are not alone in handling it

Also remember that each library will have its own unique policies and procedures. If you have any questions about this information please reach out to your supervisor or director to talk through how this might look in your building and staffing context. As always, WLA is here to support you. If you have questions or would like help locating additional training or resources, please don't hesitate to reach out.

Thank you for the important work you do every day to serve Wisconsin communities.

Kara Sullivan

Executive Director

Wisconsin Library Association

sullivan@wisconsinlibraries.org

SRLAAW Bylaws Revision workgroup notes

Our group discussed revising the SRLAAW bylaws, which had not been updated since 1995. The primary goal was to clarify the organization's identity and purpose, while also updating language to reflect current practice.

Key Discussion Points

- **Defining SRLAAW's Purpose:** Our workgroup feels it's important to emphasize SRLAAW as an official communication channel for sharing information between members and state-level entities like the DPI (Department of Public Instruction). Unlike other committees focused on governance, the group considers SRLAAW an important place to develop relationships and foster communication between systems and resource libraries.
- **Objectives and Advocacy:** Our group agreed that the "Objectives" section should explicitly include **advocacy**. They noted that SRLAAW uniquely funds advocacy efforts (specifically through WLA lobbying) that other organizations cannot perform in the same way.
- **Safe Space and Attendance:** There was a strong desire to preserve the meeting as a "safe space" for discussing difficult subject matter. Suggestions were made to include language in the bylaws stating that non-members may only attend by invitation or approval.
- **Orientation and Mentorship:** To help new resource library and system directors, our workgroup proposed including language that would set up an informal mentorship structure where a new resource library director would be guided by an established resource library director to help explain the purpose and functions of SRLAAW. The same would go for new system directors.

Next Steps

The group plans to present these ideas as a discussion point during the February 9 meeting to gather feedback from the full SRLAAW body before finalizing the formal edits and presenting to the body in May.

What discussion topics would you like brought up at SRLAAW?

The tricision was completed. Here is the result:

Add a description for the result (optional)

Effectively implementing change management with your staff and library
by Steve Heser

15

Marla, Joan Johnson, Rebecca Scherer and 12 more

Further ideas

Ideas	Pros and cons	Votes
<p>The "science of reading" and impact on library storytimes by Sarah Sugden</p> <p>One year into the changes in reading instruction in public schools, how are public libraries adapting their story times to reflect "the science of reading?" What convos are our peeps having with school librarians about this? How can we message the impact of public library story times? hide</p>	<p>pro: Also interested - haven't heard much from public libraries around this topic by Tana Elias</p>	<p>8</p> <p>Marla, Joan Johnson, Nick Demske and 5 more</p>
<p>Safety and Security Practices by Colleen</p> <p>What safety and security practices are being implemented in libraries and how are they being funded? Are libraries needing to reduce funding in areas of library services such as other staffing, collections, programming, or technology to afford security related costs? hide</p>	<p>pro: Constant topic in our library by Garrett Erickson</p> <p>pro: I feel like Racine PL is a great model on this subject. We've worked a lot with and learned a lot... more by Nick Demske</p> <p>pro: Oshkosh has a standing Safety and Security workgroup--staff doing great work. by Daryl</p> <p>pro: Could also cover concerns about various types of law enforcement visits, etc... by Colleen</p> <p>pro: Would like to know what other folks are doing re: ICE protocols, security camera footage, electio... more by Tana Elias</p>	<p>7</p> <p>Jessie Lee-JOnes, Joan Johnson, Nick Demske and 4 more</p>
<p>Best practices for overseeing projects and project management for administrators. by Steve Heser</p>		<p>4</p> <p>Sarah, Shannon, Clairellyn and 1 more</p>
<p>Fostering a healthy workplace by Nick Demske</p>		<p>4</p> <p>Marla, Clairellyn, Rebecca Scherer and 1 more</p>



Going to Referendum (and other ways to grow)
by Nick Demske

1

Nick Demske

Determining digital literacy skills levels in patrons
by Sarah Sugden

0

What systems are folks using to determine digital literacy skills levels in patrons? What systems do peeps use to inventory and map community (and/or online) digital literacy skills training? [hide](#)

NARCAN in public libraries
by Sarah Sugden

0

How many libraries have implemented the use of NARCAN in their libraries? What staff training resources have you found useful? [hide](#)

Determining digital literacy skills of library staff.

0

Implementing comprehensive service philosophy changes paired with training and professional development supports.
by Joan Johnson

pro: E.g., Milwaukee Bucks/Fiserv Forum and Disney

0

Comments

<https://www.tricider.com/brainstorming/3PXnVlswtWV>



Recollection Wisconsin Updates for SRLAAW

February 2026

Recollection Wisconsin Digitization Initiative

For the Spring 2026 cohort of the [Recollection Wisconsin Digitization Initiative](#), three graduate students from the UW–Madison iSchool were paired with Wisconsin libraries to digitize and expand access to locally significant historical collections.

- Bri Quintero Bungert is working with [Farnsworth Public Library in Oconto](#) to digitize school yearbooks and archival materials documenting community history;
- Erik Daniels is partnering with [Madison Area Technical College Libraries](#) to preserve and share the institution’s historical photographs, yearbooks, and records; and
- Magnolia Sandell is collaborating with [Whitewater Public Library](#) to digitize materials that reflect Whitewater’s local past and support community access and engagement.

Together, these projects advance statewide preservation goals while providing hands-on professional experience for emerging information professionals and ensuring that Wisconsin’s local histories remain accessible online for researchers, educators, and the public. We extend our sincere thanks to the State of Wisconsin Department of Public Instruction for its continued support of the Recollection Wisconsin Digitization Initiative, which makes it possible to preserve community history statewide while mentoring the next generation of information professionals.

The Summer 2026 host sites have already been tentatively chosen, but interested libraries, historical societies, and other cultural heritage organizations are welcome to apply to host a student in Fall 2026 and beyond by filling out an application [here](#).

Digital Public Library of America

The Digital Public Library of America (DPLA) continues to work through a [transition](#) in leadership and long-term structure for its cultural heritage aggregation program. In recent months, DPLA has shared regular updates with hubs outlining ongoing due diligence and planning related to a potential transition of program leadership to the Cleveland Public Library in mid-2026, as well as interim steps to support stability across the network, including waived membership dues, hub check-ins, and continued operation of core technical services. Recollection Wisconsin leadership is following these developments closely and remains engaged in national-level conversations alongside peer hubs and state library leaders. As this process continues, Recollection Wisconsin remains well positioned to sustain access to Wisconsin’s digital cultural heritage through its own statewide and regional partnerships and infrastructure, ensuring continuity for content partners regardless of outcomes at the national level.

DPLA Network Grants Projects

Recollection Wisconsin is undertaking two projects supported through the Digital Public Library of America Network Grants Program that directly support Wisconsin libraries’ ability to share and steward digital collections. A \$25,000 grant supports *Unlocking Community Collections for Harvestable Access*, which addresses a growing challenge for libraries: as content management systems change, it is becoming harder to share metadata consistently across platforms. This project explores flexible, API-based approaches that reduce technical barriers and make it easier

for libraries, especially small and under-resourced ones, to contribute local history materials to Recollection Wisconsin and national discovery platforms without changing their local systems.

In addition, Recollection Wisconsin and the DPLA Rights Statements Working Group are project managing a \$10,000 grant to support *Implementing TK Notices in DPLA Hubs*. [Traditional Knowledge \(TK\) Notices](#), developed by [Local Contexts](#), provide a way for libraries to responsibly communicate cultural context, usage expectations, and community protocols for Indigenous and community-held materials. This project focuses on training and guidance so libraries can share materials more transparently and respectfully while continuing to provide public access.

Recollection Wisconsin Year in Review Update and Some Good Stats

We know you're asking, breathlessly: Where is Recollection Wisconsin's Year in Review?

For the last many years, Recollection Wisconsin has released its Year in Review in February, accounting for the previous calendar year. This year, and onward, we will provide our Year in Review in August to better align with our fiscal and governance calendar, and to give users and partners of Recollection Wisconsin a clearer picture of our annual work.

We have, however, gathered calendar year pageviews for the Recollection Wisconsin collections whose statistics we have access to - those hosted by our partners at Milwaukee Public Library on CONTENTdm. We are happy to report an increase in views of over 35% from 2024!

New in Recollection Wisconsin

We are pleased to welcome Montello Public Library to Recollection Wisconsin, via Winnefox Library System. You can explore Montello High School's excellently-named Granite Hilltopper yearbooks from 1940-2018 in [their digital collection](#).

Share Your Historical Collections with the World Through Recollection, Wisconsin

Do you have a physical or digital collection to share with the world through Recollection Wisconsin and the Digital Public Library of America? We want to grow our collection so that more Wisconsinites can see their stories represented! Reach out to us at info@recollectionwisconsin.org. We look forward to working with you!

WiLS Report to SRLAAW

February 2026

Cooperative purchasing

Amazon Business Prime Accounts

The WiLS Coop Team is in the final stages of securing an agreement with Amazon to be able to offer Amazon Business Prime Accounts to our public library members at no charge. For those members who currently pay for an ABP account, they will be eligible for a rebate to join the WiLS program. We will share more information as it becomes available via our [WiLS Coop List for Public Libraries](#).

Cooperative Purchasing Payment Options

We are able to accept credit card payment for any WiLS invoice – cooperative purchasing, consulting services, consortium costs, whatever! The option to pay by credit card joins other flexible payment methods, including ACH and deposit accounts, to make your payment process as smooth and easy as possible. To recover processing fees, a 3% surcharge will be added to WiLS invoices paid using a credit card. This fee cannot be waived.

We also accept checks and ACH Electronic Payments. Please consider paying with ACH for quicker, more convenient service. Email financials@wils.org for more information.

Consortium management

WSDLC - Just like Wisconsin's Digital Library, our public schools have a statewide shared Overdrive collection serving over half a million K-12 students. The [Wisconsin Schools Digital Library Consortium](#) (WSDLC) supports a shared collection of over 70,000 ebooks, audiobooks, and magazines accessible through the Sora app (from OverDrive), for the cost of \$1.68 per student. The WSDLC serves over 506,000 students across 325 districts in Wisconsin. This popular collection has had a lifetime circulation of over 9.25 million checkouts since its launch in 2018. Sora users are able to access Wisconsin's Digital Library collections by adding a public library card within the Sora App. We encourage Wisconsin public libraries to reach out to their school media specialists if they haven't connected to collaborate on summer reading programs and other public/school initiatives. Need help connecting with your local school district? Email the WSDLC project managers at wslc-info@wils.org

Learning Opportunities

WiLS 2026 Membership Meeting

Friday, February 27th at 10:00 am CT | [Register to attend](#)

Every day, we see how our members care for their communities. Whether in conversations, at conferences, in local news, or in Ideas to Action proposals, we hear how libraries and cultural organizations are finding new ways to nurture and support their communities. From food or necessity pantries and blood drives to mental health resources and technology support, our members meet people where they are, in good times and through struggles.

In our 2026 Member Meeting, we will feature stories of how four libraries in Wisconsin are taking care of people in their communities, even in exceptionally uncertain times. We hope you'll join us to hear those stories from the Burlington Public Library, Ginanda Gikendaasomin Red Cliff Tribal Library, UW-Eau Claire's McIntyre Library, and the Verona Area School District.

Stay for the last 20 minutes of the meeting to hear about what WiLS has been up to in 2025 and what's ahead for 2026!

iSchool Tech Crash Courses: Continuing to Navigate the Generative AI Landscape - Discounted for WiLS Members

Thursday, February 5th, 12:00-1:00pm CT | [Register to attend](#)

In today's information landscape, identifying mis-information and dis-information has become an increasingly difficult challenge. In this session, from UW-Madison's iSchool Continuing Education Services, we will take a critical look at AI's role in misinformation. Join Sam Molzahn, Librarian at Franklin Public Library on February 5th, 12-1pm CT to delve into better understanding how to evaluate information for ourselves, and learn about the tools to help your patrons improve their information literacy skills. This webinar is **free** only for WiLS members!

This is the first in a series of webinars that dive into how generative AI is impacting library services and instruction. Interested in attending the entire Tech Crash Courses: Continuing to Navigate the Generative AI Landscape series? WiLS members can [register for all five webinars](#) at a reduced rate of \$150! Just select WiLS member registration when you register for the series.

Digital Projects

Culture Keepers Convening & Sponsorship Opportunities

The [Culture Keepers Collective](#) and the iSchool at UW-Madison are pleased to share that the [2026 Culture Keepers Convening](#) is scheduled for May 13-15, 2026, to be held at Lake of the Torches Resort Casino in Lac du Flambeau. The gathering is designed for tribal librarians, archivists, museum staff, and cultural workers of Wisconsin Tribal Nations to come together in spaces that honor Indigenous traditions. This event gives attendees the opportunity to learn from

one another, build relationships, share experiences and meals, and leave refreshed to continue the work ahead.

If you're interested in supporting the Convening, you can find [sponsorship information here](#). Your contribution, at any level, helps bring cultural workers, artists, and community leaders together to share and sustain heritage across generations.

If you're interested in learning more about the Culture Keepers Collective and the upcoming Convening, [sign up to receive emails](#).



Update for SRLAAW – February 2026

WLA Elections

We are pleased to share the results of the annual WLA election. All new leaders attended a leadership orientation on January 28. Terms began January 1, 2026.

WLA Board of Directors

WLA Board VP - Eric Robinson, Hedberg Public Library

WLA Board Secretary – Angela Noel, Southwest Wisconsin Library System

WAPL Board Liaison – Jennifer Sessions, Verona Public Library

SSCS Board Liaison (pending WLA Board appointment) – Mikki Moesch, Shawano County Library

WLA Foundation Board of Directors

WLAF Director at Large – Katharine Clark, Middleton Public Library

WLAF Director at Large – Tracy Vreeke, Nicolet Federated Library System

AWSL/Association of Wisconsin Special Librarians

AWSL Vice Chair – Helen Murphy, University of Wisconsin-Madison Space Science & Engineering

OSRT/Outreach Services Roundtable

OSRT Vice Chair – Kelly Nelson, Bridges Library System

TSS/Technical Services Section

TSS Vice Chair – Jennifer Bernetzke, Southwest Wisconsin Library System

TSS Secretary – Lindsey Walker, La Crosse Public Library

WAAL/WI Association of Academic Libraries

WAAL Secretary – Rosemary Froeliger, Moraine Park Technical College

WAAL Vice Chair – Jaime Healy-Plotkin, UW Madison

WAPL/WI Association of Public Libraries

WAPL Vice Chair – Holly Selwitschka, Kimberly Public Library

WAPL Director At Large (pending WLA Board appointment) – Shannon Stoner, Gillett Public Library

WISL/WI Small Libraries

WISL Vice Chair – Clairellyn Sommersmith, Winnefox Library System

YSS /Youth Services

YSS Chair Elect – Katie Alford, Menomonee Falls Public Library

YSS Director at Large – Desiree Johnson, Beloit Public Library

YSS Director at Large – Abby Seymour, Oregon Public Library

Media Coverage: The Larry Meiller Show and League of WI Municipalities

I was a guest on *The Larry Meiller Show* on December 2, 2025. The other guests included Katherine Elchert, Director of Northern Waters Library Service, and Tana Elias, Director of Madison Public Library. We discussed funding cuts, book bans, and efforts to meet the needs of both rural and urban library patrons in a time of uncertainty for many libraries. [Listen here.](#)

I also wrote an article for the League of WI Municipalities Magazine December 2025 issue entitled *Libraries: Wisconsin's Living Rooms for Learning and Connection*. [You can read it here.](#)

WAPL Conference: April 27-29 at The Osthoff Resort in Elkhart Lake

Join colleagues from across the state at the [WAPL Conference](#)—hosted by WLA in partnership with the Wisconsin Association of Public Libraries—for two energizing days of learning, connection, and inspiration.

This year's theme is *Libraries as Test Kitchen*. The objectives are to showcase innovative services and programs that can be scaled to libraries of all sizes, use creativity and persistence to fuel positive momentum for libraries and their communities and identify ways to overcome the many different challenges faced by public libraries.

Designed specifically for public library professionals, the conference offers 36 practical sessions, meaningful networking, and fresh ideas you can bring back to your community. Confirmed keynote speakers are as follows:

[Kris Turner](#): Associate Dean of Public Services at UW Madison Law Library

[Bobbi Newman](#): author, speaker, consultant, and educator specializing in workplace well-being.

[Debby Waldman](#): journalist and author passionate about stories that make mental and physical health and wellness accessible, relevant, and comprehensible to readers.

[Lindsay Starck](#): author of *Monsters We Have Made* and recent winner of WLA's Literary Award for Fiction.

We will also be hosting *At The Movies With Librarians*, a tour of Elkhart Lake Public Library, an optional cooking class and afternoon tea as some of our social activities.

Intellectual Freedom Survey Report for 2025

The survey is appended to this report and is posted to our website [HERE](#). Thank you to Nicholas Censoprano, Jennifer Chamberlain, WEMTA and the IF Committee for their work in putting it together.

WLA on the Road Events

WLA on the Road is a regional outreach initiative designed to bring the benefits of WLA membership directly to libraries and library workers across the state.

Rather than asking members to travel to Conference, WLA on the Road meets people where they are. Each event is hosted by a local library and combines informal networking, conversation with WLA leadership, and time to hear directly from library staff about their challenges, successes, and priorities. Events can include a brief program or facilitated discussion, time to tour the host library, and plenty of space to connect with colleagues from nearby communities.

WLA on the Road is about building relationships, strengthening regional connections, and ensuring that WLA remains accessible, responsive, and rooted in the real experiences of libraries of all sizes. The event is free and open to everyone, not just WLA members. The objective is to engage current WLA members and invite nonmembers so they can see what WLA is all about.

Here are the upcoming WLA on the Road events for 2026:

February 19 from 4:30-8:00pm: Madison area meetup at [Butterbird](#) at 4:30 p.m. Viewing of *The Librarians* at [The Marquee Theatre](#) on UW Madison campus at 6:30 p.m.

March 13 time TBD: [Murphy Library](#) Showcase hosted by WAAL.

May 18 from 10am-2pm: *Lead the Change Roundtable* at [Olson Memorial Library](#) in Eagle River. I am working with Sara Klemann to host this interactive session for library directors and staff to share their struggles and triumphs with an eye towards collaborative problem solving and brainstorming.

September 25 from 1-4pm: Tour the newly renovated [New London Public Library](#).

September 29 from 9am-3pm: All day session at [Beaver Dam Community Library](#), details TBD

Summary of All WLA Events:

- Library Legislative Day, February 10, 2026 at Park Hotel in Madison
- Viewing of *The Librarians*, February 19 at the Marquee Theatre in Madison
- The Librarians Virtual Discussion Group, February 25 3:30-5:00pm
- Murphy Library Showcase, March 13, La Crosse

- WAPL Conference April 27-29, 2026 at the Osthoff Resort
- WLA on the Road at Eagle River on May 18th
- WAAL Conference August 3-4, 2026 at the Raynor Library at Marquette
- WLA on the Road at New London on September 25th
- WLA on the Road at Beaver Dam Community Library on September 29th
- WLA Fall Conference October 20-23, 2026 at Madison Marriott West

Respectfully submitted,
Kara Sullivan
WLA Executive Director



2025

Intellectual Freedom Survey Report

Prepared by Nick Censoprano and Jen Chamberlain

Purpose

The Intellectual Freedom Committee is responsible for safeguarding and promoting intellectual freedom within the Wisconsin Library Association (WLA) and the Wisconsin library community. The committee's charge includes collecting annual data via annual surveys. The 2025 Intellectual Freedom Survey was a collaboration between the WLA Intellectual Freedom Committee and Wisconsin Educational Media & Technology Association's (WEMTA). The goal of the collaboration is to reach more school library professionals and increase communication between our organizations for better staff support and advocacy.

The 2025 survey was open for 2 weeks, from October 6 to October 20, 2025. It was promoted through multiple channels to maximize participation from across the library spectrum. The channels included: Wisconsin Library Association (WLA), Wisconsin Educational Media & Technology Association's (WEMTA) Intellectual Freedom group, and the Wisconsin Public Library email list.

The purpose of this data collection is to assess the state of intellectual freedom in Wisconsin as reported by library staff. In addition to challenge data, the survey assessed the mental and emotional burden on library staff due to the rise in and the inflammatory nature of current censorship challenges statewide. Based on feedback from the 2024 survey participants, the committee changed or omitted several questions to gather more relevant data.

Lastly, the committee views the survey as an opportunity to hear what support library staff members are looking for and provide an opportunity to share resources with one another. Collected responses include both quantitative data and qualitative, as well as open-ended responses from library staff of all positions. Responses were collected anonymously, with library types and regions included for demographic purposes.

Table of Contents

- 01 — Demographics**
- 02 — Library Support**
- 03 — Political Climate**
- 04 — Challenges**
- 05 — Preparedness**
- 06 — Improvement Areas**
- 07 — Comments**

Total Respondents

343 Total Participants

The 2025 survey saw an increase of 69 participants compared to 2024, and an increase of 73 compared to 2023.

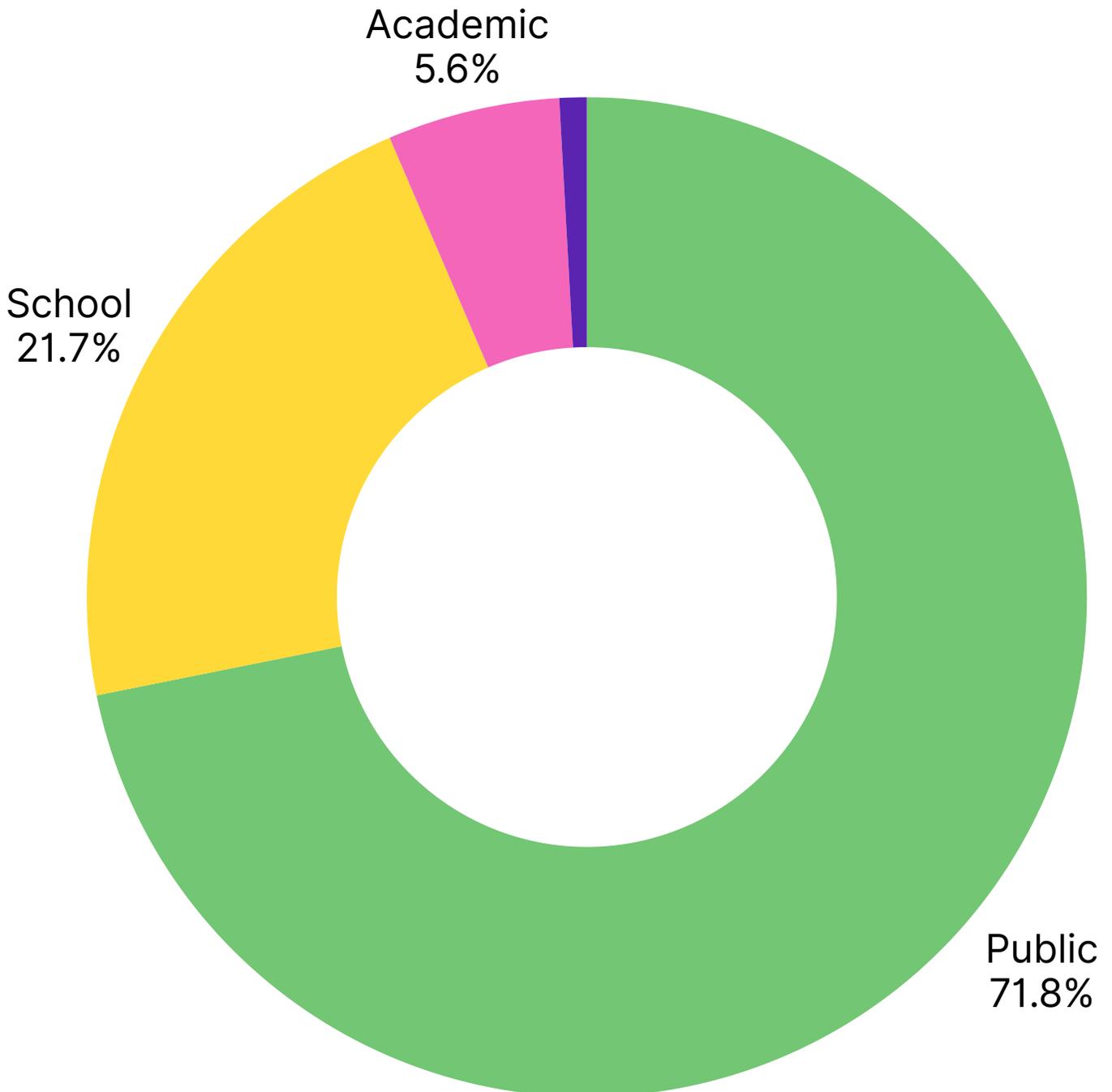
This increase was notable when looking at the total number of public library staff, which increased from 60% of respondents in 2024 to 72% of respondents in 2025 (79 additional participants).

There was a continued increase in participation from school library staff, which jumped from 9 respondents in 2023 (3% of total responses), to 67 respondents in 2024 (25% of total responses). In 2025, there were 74 responses from school library staff. We attribute this increase in school library participation to our collaboration with WEMTA and the ability to directly reach more of their members.

Library Types

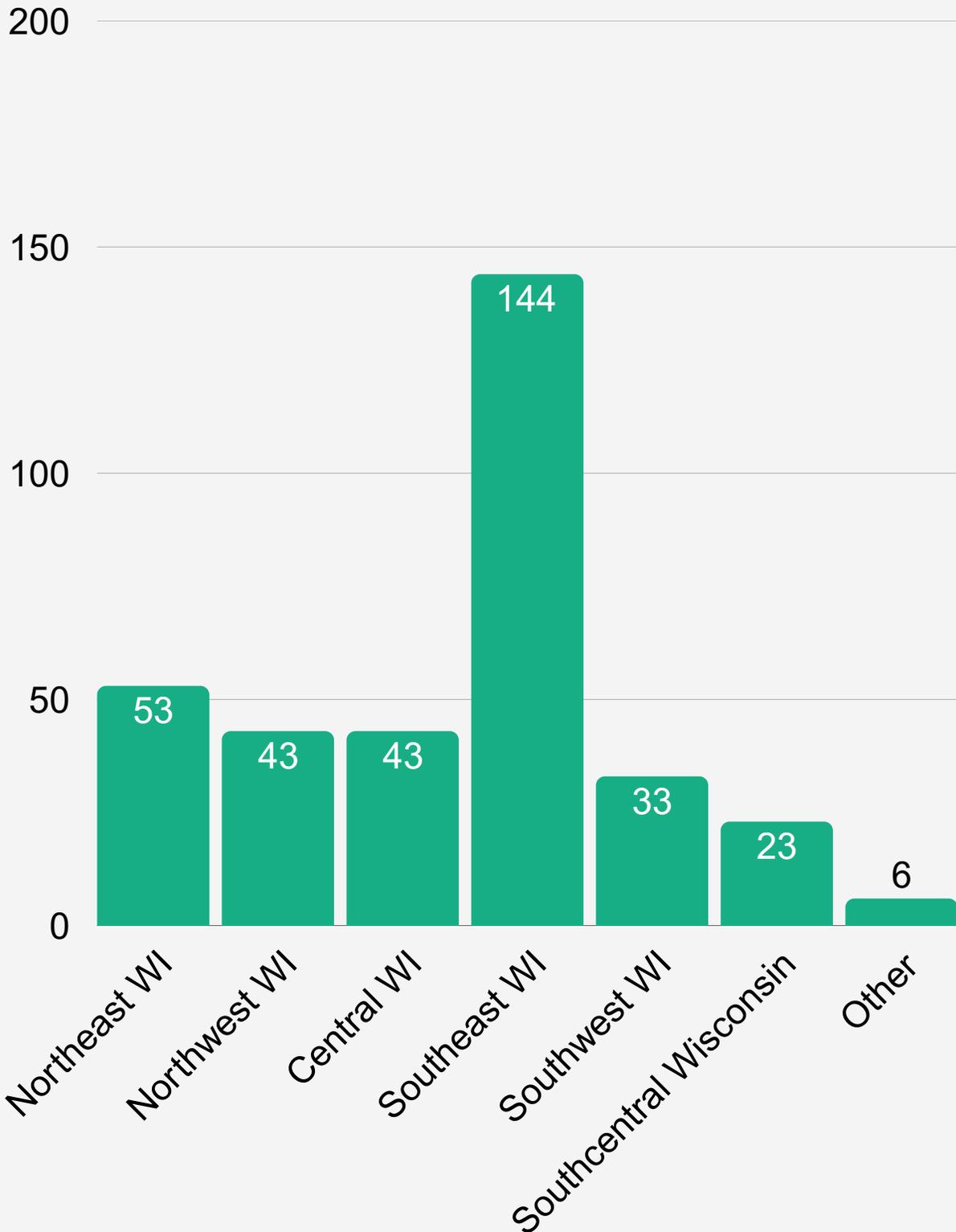
Question 1: Library Type

- Public
- School
- Academic
- Special



Locations

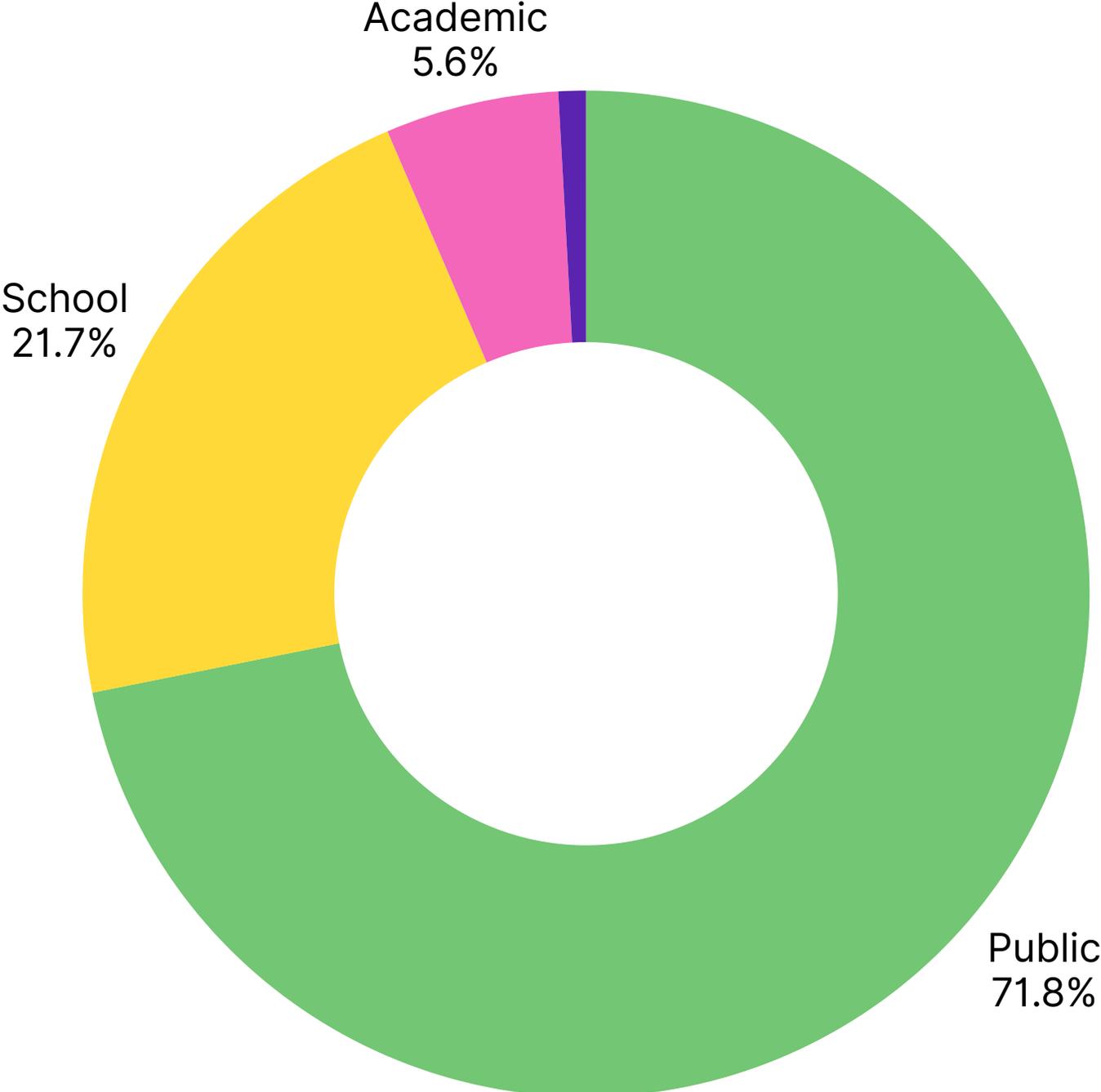
Question 2: Where is your library?



Staff Types

Question 3: Which best describes your position?

- Public
- School
- Academic
- Special



Library Support

85.4%

Question 05. My library has strong support from my community.

Over 85 percent of participants (293 total) responded that they “Strongly Agree” or “Agree” that their library has strong support from their community. This was an increase of about 5 percent from 2024.

Less than 1.5 percent (5 total) of participants answered “Disagree” or “Strongly Disagree.”

85.4%

Question 06. I feel my library has the support of my organization's administration.

Over 85 percent of participants (293 total) responded that they “Strongly Agree” or “Agree” that their library has strong support from their administration. This was a slight decrease of about 1 percent compared to 2024.

About 5 percent (13 total) of participants answered “Disagree” or “Strongly Disagree.”

82.5%

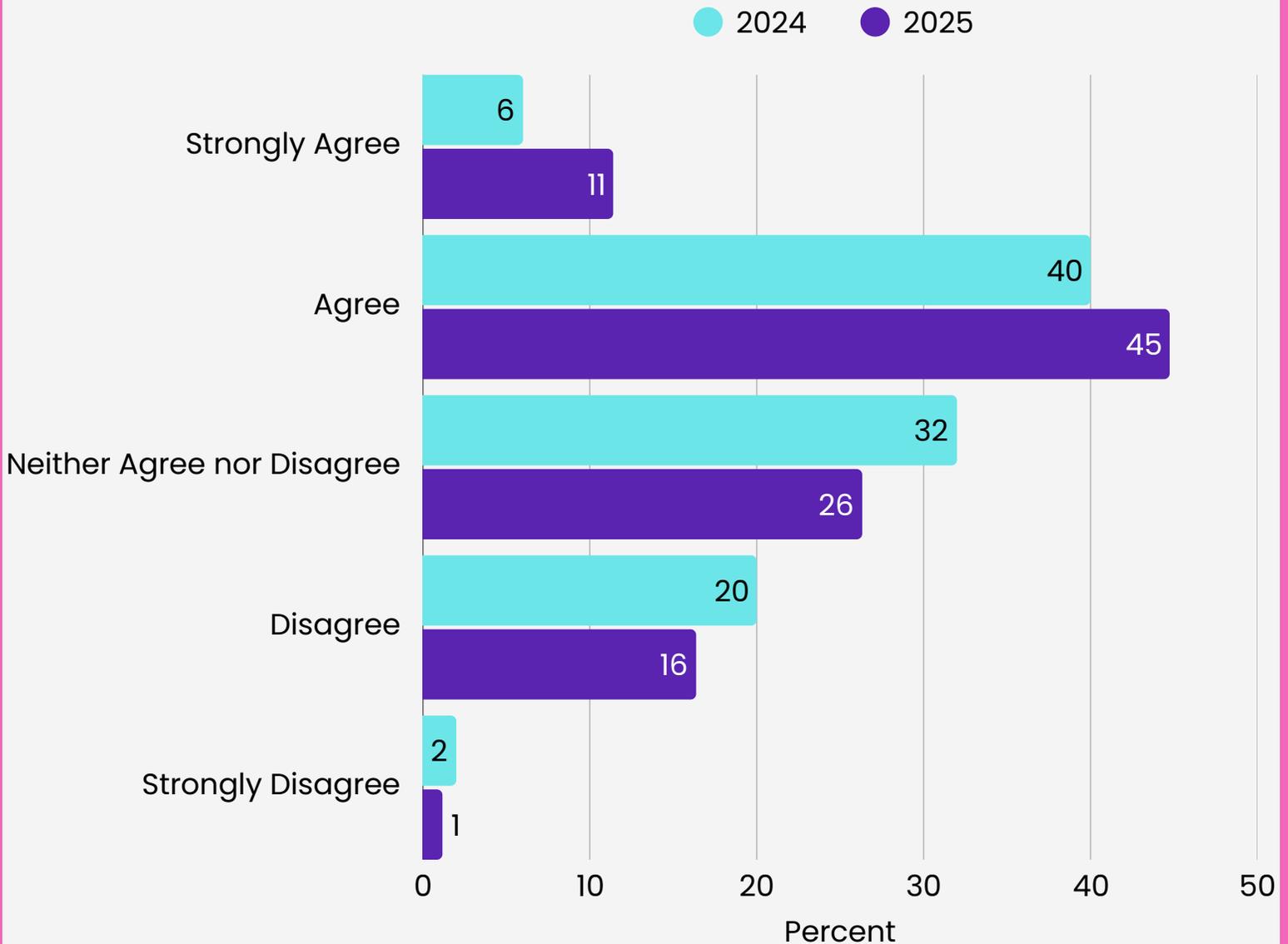
Question 07. I feel my library has the support of my organization's board.

Over 82 percent of participants (283 total) responded that they “Strongly Agree” or “Agree” that their library has strong support from their board. This was an increase of about 2.5 percent from 2024.

About 5 percent (16 total) of participants answered “Disagree” or “Strongly Disagree,” roughly the same as 2024.

Library Support

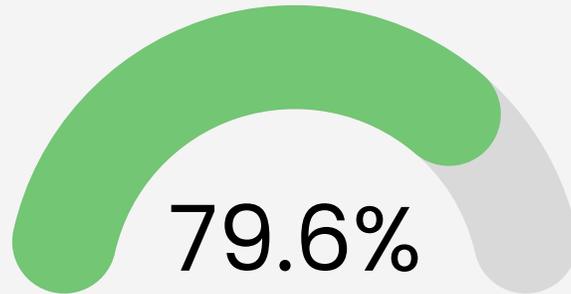
Q8: I feel optimistic that intellectual freedom will be supported in Wisconsin's libraries in the future.



Overall, optimism in the future of statewide intellectual freedom rose in 2025. 56% of participants responded that they are optimistic, an increase of 10% compared with the previous year. However, many participants expressed significant concern with the current political leadership in the state and federal government, and how this will impact funding, censorship, library governance, and community support.

Political Climate

Q9. The current political climate has affected how I feel about my job.



“Strongly Agree” or “Agree”

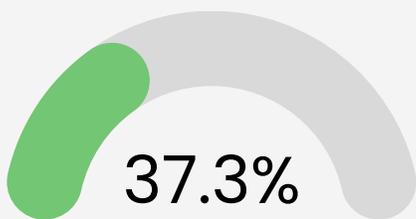
The survey overwhelmingly shows that the current political climate affected the feelings of library workers across the state. This year, the majority of respondents stated that the political climate affected how they feel about their job, a similar rate to 2024 (73.4%). Only 32 participants responded that they disagreed or strongly disagreed.

Comments mentioned several ways the political climate affects their feelings about their job:

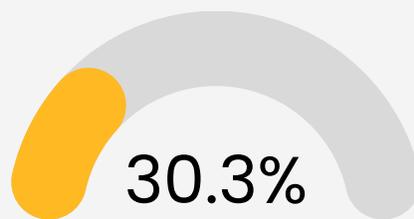
- Fear of harassment or personal targeting, including legal scrutiny, verbal attacks, or physical violence.
- Chilling effects on speech, leading to self-censorship.
- Anxieties about job security, funding cuts.
- Fear of politicized library governance, including Board.
- Burnout and mental health impacts.

Political Climate

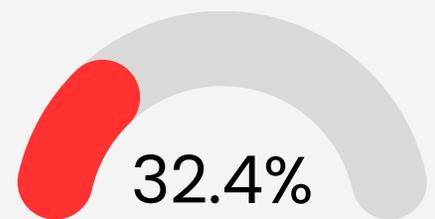
Q10. The current political climate has affected my ability to do my job.



"Strongly Agree"
or "Agree"



"Neither Agree nor
Disagree"



"Disagree" or
"Strongly Disagree"

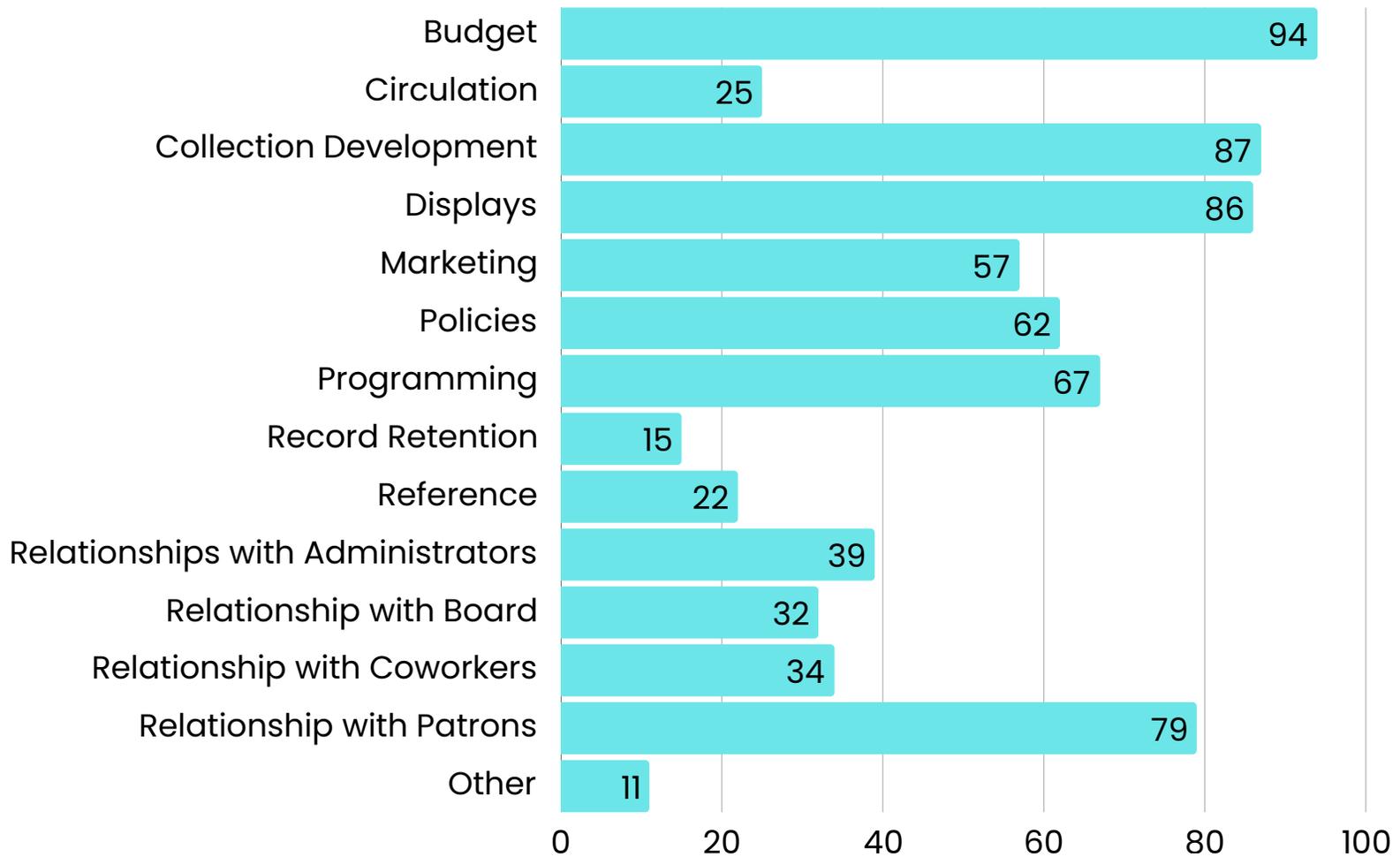
Responses to whether the current political climate affects daily work is varied. In 2024, responses were roughly the same. 35 percent responded "Strongly Agree" or "Agree," 32.5 percent responded "Neither Agree nor disagree," and 32.5 percent responded "Disagree" or "Strongly Disagree."

Comments mention several ways their daily work is affected:

- Chilling effect and self-censorship impacting collection development, displays, programming, and patron interactions
- Emotional and mental tolls, hypervigilance and anxiety
- Funding cuts, reduction in services, program cancellations
- Termination of DEI programs or initiatives

Impact Areas

Question 11: Please check the areas where you see/feel the impacts of the current political climate:



Greatest impact is seen with **Budget, Collection Development, Displays, and Relationships with Patrons.**

Challenges

Question 13: My library has experienced the following formal challenge/s this year.

1.7%

Display Challenge

6 respondents encountered a display challenge in 2025.

8.2%

Material Challenge

28 respondents encountered a material challenge in 2025.

0.9%

Program Challenge

3 respondents encountered a program challenge in 2025.

36 participants reported that they experienced at least one formal local challenge in 2025. This is a decrease compared to 2024, where 41 participants reported experiencing a formal challenge.

Challenges

Question 14: *My library was well prepared to handle the challenge.*

Question 15: *What made your library prepared? What resources did you utilize for help and support?*

78.7%

felt prepared to handle the challenge.

8.5%

felt unprepared to handle the challenge.

Responses cited several resources or factors which influenced their preparedness to respond to the challenge. These included:

- Strong Policies and Procedures
- Board Support
- Leadership by Administration or Director
- External Resources (ALA, CCBC, WLA, attorneys)
- Staff Training
- Previous experience handling challenges

Challenges

Question 16: What could have helped your library be more prepared to respond to the challenge?

Out of the 23 responses, there were several prevalent themes and areas for improvement:

- Training and clear expectations for front-line staff (8)
- Strengthening or revising policies (4)
- Administrative or Board support (3)
- Public support and awareness (2)
- Increased resources, including budget, staffing, or time (1)

Confidence

Question 18. I feel confident that my library is prepared to handle a formal challenge.



Question 19. I feel confident that my library is prepared to handle concerns or complaints from community members.



While the majority of responses cited high confidence levels, comments expressed several improvement areas:

- Lack of training or utilization of challenge policies or procedures, leading to low confidence
- Challenge forms that haven't been used or updated in years
- Lack of trust that leadership, administration, or boards will follow policies that support intellectual freedom
- Difficult to manage challenges with limited staffing
- Political climate fuels an increase in attacks and pressure

Overall Library Preparedness

Question 20: What makes you feel prepared to handle a formal challenge or community pushback (i.e. strong policy, a supportive Board, effective training)?

Library staff cited multiple factors that lead to feeling prepared to handle a formal challenge or pushback from the community. These included:

- Policies & procedures that are strong, formalized, accessible, and clearly written
- Supportive administration and board which backs staff decisions, enforces policies, and is committed to intellectual freedom
- Staff training and experience
- External resources and professional support
- Support from community stakeholders, including Friends of the Library, partners, and residents
- Proactive planning from leadership

Improvement Areas

Question 21: What makes you feel unprepared to handle a formal challenge or community pushback? What resources would help you feel more prepared?

Training gaps for frontline staff

- Not all staff are trained on responding to challenges
- Lack of prior experiencing handling challenges
- Additional review of policies and procedures is needed, along with de-escalation training

Emotional impact

- Comments expressed stress, anxiety, burnout, pressure, and uncertainty
- Fear of confrontation, and difficulty not taking attacks personally in the moment

Lack of support from Administration or Board

- Fear that leadership will give into pressure, unwilling to take a stance
- Politicized Boards that do not uphold intellectual freedom
- Training and resources not provided to front-line staff

Political Climate

- Fear of organized, coordinated attacks by bad-faith actors
- Politicization of library materials, including LGBTQIA+ content
- Fear of pressure from local, state, or federal elected officials

WLA Toolkit

On Question 23, 37 participants chose to share resources they would like to see included in the WLA Freedom Toolkit and the WEMTA Intellectual Freedom Forum. These included:

- Sample/Example challenge forms and policies
- Checklist for if a challenge occurs
- Legal resources
- Contact information for elected officials
- CCBC materials
- Banned book shelf-talkers
- Data showing literacy achievement rates tied to strong library programs
- Support for the aftermath of a challenge
- Video presentations on case studies

Comments

The survey concluded by asking participants if there is anything they'd like to share anonymously with your statewide colleagues regarding the topic of intellectual freedom or challenges (Questions 24 and 25). Through this question, Survey Subcommittee members wanted to highlight and publicize words of advice from colleagues across the state.

- *"Do what you can. It might not seem like a lot, but you have no idea the impact you are making in your community."*
- *"Keep pushing back and fighting the good fight! Only when we link arms in community can we hold strong in our values. I know we can each personally feel the burnout and frustration that our most marginalized patrons are battling, but creating safe spaces for education and rejuvenation is a crucial step in human care. Libraries promote growth and save lives!"*
- *"WLA and WEMTA have created incredible resources with the 'WLA Intellectual Freedom Toolkit' and the 'WEMTA Intellectual Freedom Forum.' I just wish it wasn't a necessary resource. It saddens me that we have to spend so much of our time defending and not helping others."*
- *"We need to keep our chins up and motivation strong! Continue to highlight the support we are getting instead of the negatives!"*
- *"I feel that we are in for a more difficult time than we have experienced in recent history regarding intellectual freedom and challenges, but I also feel that upholding intellectual freedom and addressing challenges is more important than ever. We need to support each other, share resources, and speak up for ourselves and our communities' right to intellectual freedom."*
- *"In our little community, I have never seen more love and outpouring of support for the Library. Our position is strong and we have lots of allies; we know we have plenty of conservative people in our community but they do not feel emboldened to attack us (yet-- maybe that will change someday). I would like my statewide colleagues to keep their hope up, don't be afraid, be kind to everyone, and keep working on your network of community relationships. Be a useful hub for resources and people will treasure you."*