

and still  
**WE WILL  
READ.**



# Libraries Empowering Communities: Standing Together in Uncertain Times

Vermont Library Association  
Annual Conference

Monday, May 20, 2024

Killington Grand Resort  
Hotel and Conference Center

Thank you to our Silver sponsors:



Thank you to our Bronze sponsors:



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## Welcome

On behalf of the Vermont Library Association board and 2024 conference planning committee, welcome to the 129th Vermont Library Association conference!

Libraries are facing unprecedented challenges to our profession. Through this one-day conference, we seek ways to empower and connect our communities with resources, prepare to protect intellectual freedom, and offer solidarity from our smallest libraries to our biggest. Learning from each other is powerful and we hope you will share your expertise with fellow library professionals.

## Registration/Check-in

The check-in table will open at 8:00 am on the left-hand side of the main lobby of the Killington Grand. Please stop by the registration table first to check-in, receive conference materials, raffle tickets, etc. The conference proceedings will be held on the lower level of the hotel. There are both stairs and elevators near the registration table.

The registration tables will be staffed throughout the morning for folks to pick up conference materials and enter for door prizes!

## Food

A continental breakfast will be available during registration and opening remarks in the Oscar Wilde Ballroom. There will be a variety of options to accommodate dietary needs. Offerings will include: pastries, muffins, bagels & cream cheese, sliced fruit, greek yogurt, granola, breakfast cereals, coffee, tea, & juice.

A soup & sandwich lunch buffet will be available during the midday break in the Oscar Wilde Ballroom. There will be a variety of options to accommodate dietary needs. Offerings will include: squash soup, mixed green salad, turkey & smoked bacon sandwich, roasted red pepper & portobello mushroom wrap, Italian sub sandwich, fruit pie, & assorted soft drinks.

In the afternoon break time, coffee, tea, and sweet treats will be available near both vendor booth locations.

Water will be available in various conference spaces throughout the day. There are also water fountains near the restrooms throughout the hotel.

## Restrooms

Restrooms are available in many locations throughout the hotel. The restrooms that are nearest to the conference proceedings are just outside and to the left of the restaurant, at the end of the Oscar Wilde promenade, and at the other end of the conference space near the Escapade room.

## Low-sensory Space

Rutland Free Library has generously provided a studio room in the hotel for conference attendees to utilize as needed. Take a quiet moment in this room at any point during the day! This space will also serve as a nursing/pumping space for folks who would like a private space for these purposes, too. Follow conference signage or inquire at the check-in desk for details.

## Wi-Fi

Wi-Fi is freely available throughout the hotel. Connect via “GrandGuest.” There is no password needed in order to connect.

## Other considerations

We have aimed to plan a fun, inclusive, engaging day but cannot anticipate every need. Please take care of yourself throughout the day, taking “unscheduled” breaks as needed. Talk to a planning committee member if you need support with something that arises throughout the day.

There is a small convenience store in the main lobby of the hotel (just past the hotel’s check-in desk) with snacks, beverages, and other goods available for purchase.

Folks staying at the hotel can receive 15% off spa services. Ask at the hotel’s check-in desk for more details.

## Exhibitors

Our incredible group of vendors will have tables located just outside the Oscar Wilde Ballroom (promenade) and in the lower fireplace lounge. Vendors will be available to visit throughout the conference and during the networking and exhibitor hour immediately following lunch. Folks from Front Porch Forum and UVM's Center for Rural Studies will give vendor presentations in the roundtable pre-function area. Take a look at the session descriptions for more details.

Thank you to all the vendors who continue to support Vermont libraries!

**Lyrasis**  
**Gale**  
**VT Humanities**  
**VT Dept of Lib**  
**VT Integrated Arch**  
**Alchemist**  
**Blackstone Publishing**  
**EBSCO**  
**VT Census**

**Shred ex**  
**Prevent Child Abuse VT**  
**Vermont Historical Society**  
**Vermont Judiciary Access and Resource Center**  
**Sisters in Crime/New England**  
**Front Porch Forum**

## Conference Artwork

This year's artwork is an original illustration by artist, O.K.Stevens from [The Center for Cartoon Studies](#), White River Junction, VT. O.K. very kindly slightly adapted their original piece for our conference. Find out more about O.K. in the bio section of this program.

### **Check out more of O.K.'s work:**

Instagram: [@theokstevens](#)

Website: [www.theokstevens.com](http://www.theokstevens.com)

Email: [theokstevens@gmail.com](mailto:theokstevens@gmail.com)

## Post-Conference

Take some time to relax and catch up with colleagues following the close of the conference session at the Sherburne Library for a post conference social. The library is located at 2998 Rive Road Fork, Killington, VT 05751. The social will begin at 5:30pm. Light refreshments will be served.

A huge thank you to Jane Ramos and all of the staff at Sherburne for hosting! We can't wait to celebrate another incredible conference with you!

## Feedback

Please share your feedback about the conference by filling out [this form](#) which will become available immediately after the conference. Tell us about your experience to improve future conferences!

The feedback from will also be emailed to you in the days following the conference.

## Keynote Address

Emily Drabinski (she/her) is an Associate Professor at the Queens (N.Y.) College School of Library and Information Studies. She edits *Gender and Sexuality in Information Studies*, a book series for Library Juice Press/Litwin Books. Drabinski publishes and presents widely on issues related to critical librarianship, information literacy, and cataloging and classification work.

She serves as the 2023-24 President of the American Library Association.



Emily's keynote address will kick off conference proceedings at 8:55 am in the Oscar Wilde Ballroom.



## Drag Queen Story Hour

Let's take a break during a very packed day to remember the joy and fun we can bring into libraries!

Emoji Nightmare will join us during lunch in the Oscar Wilde Ballroom to give folks a peak at what to expect during a Drag Queen Story Hour, talk about their rural libraries program, and spread some serious joy.



Pictured: Drag Queen Story Hour performers, Emoji Nightmare (left) and Katniss Everqueer (right)

[Emoji Nightmare](#) (she/her) has been performing across Vermont and the region since 2015 and is one of the state's leading drag entertainers. She has hosted, performed in, and/or produced several major events over the past decade, including New Queers Eve, Pride Ball, First Friday, Glitter & Duct Tape, The Vermont Pride Festival, Paint: A Drag Cabaret, Queen City Drag Cabaret, Queer Pop-Up Dance Party, and SASS. She is a multi-year nominee for Seven Days' annual Daysies Awards for Best Drag Performer in

Vermont. In 2015, Emoji emerged onto the Burlington, VT queer scene, quickly becoming a staple performer in the region. Her first performance was at Higher Ground on April 3, 2015, as part of First Friday, opening for RuPaul's Drag Race contestant Joslyn Fox. That summer, she placed 3rd in the amateur drag competition, Vermont Drag Idol.

The Vermont Chapter of DSH was created by Emoji Nightmare and Nikki Champagne in 2017. In 2021, Emoji joined the national board of directors for DSH. For more information on DSH, visit [DragStoryHour.org](https://dragstoryhour.org).

## Schedule of the Day & Room Assignments [Grid]

	Oscar Wilde (I&II)	Oscar Wilde (III)	Northstar I	Northstar II	Escapade	Gateway I	Gateway II	Northstar Hall
8:00-8:30	<i>Check-in and breakfast</i>							
8:30-8:55	<i>Welcome by VLA president/VLA Awards, Book award volunteer recognition, and VT Department of Libraries Certificate of Librarianship presentations</i>							
8:55-9:30	<i>Keynote address</i>							
9:40-10:30 Session 1	Writing and Implementing Safety and Security Policies for the Changing Vermont Library	The worst challenge is the one you're not ready for	UVM Extension Master Gardeners: Your Library's Super-Source for Programming, Reference and Sustainability	Empowerment Through Access: An Update on the Statewide Shared Digital Collection	Fact or Fiction? The Evidence Behind Popular Health Beliefs	Red Clover Beyond the Classroom	Young Adult Diverse Books Book Club Takes Last Night at the Telegraph Club to Boston	Libraries and Front Porch Forum: Stories and Practical Tips for Making the Most out of Your FPF
10:40-11:30 Session 2	Recruiting and Equipping Volunteers in Vermont Public Libraries	The Golden Dome Book List: Something for Everyone	Active Threat Familiarization	Rising Waters, Rising Challenges: Navigating Disaster Recovery in Libraries	Intellectual Freedom: Practical Policies for Public Libraries	Career and Professional Development Resources for Your Patrons	Small Budgets, Big Feelings - let's talk about it	Vermont Reads 2024: Gather by <a href="#"><u>Kenneth Cadow</u></a>
11:40-12:20	<i>Section meetings and Roundtables--Break &amp; Visit Exhibit Hall</i>							
11:40-12:20 Session 3	Public Libraries Section	Youth Services Roundtable	Intellectual Freedom Committee	Technical Services	Inclusion	Friends/Trustees	Government relations & Advocacy	
12:30-1:30	<i>Lunch and DSH presentation starting @ 1:00</i>							

1:30-1:55	<i>Visit Exhibit Hall &amp; Network</i>							
	<b>Oscar Wilde (I&amp;II)</b>	<b>Oscar Wilde (III)</b>	<b>Northstar I</b>	<b>Northstar II</b>	<b>Escapade</b>	<b>Gateway I</b>	<b>Gateway II</b>	<b>Northstar Hall</b>
		Breaking Down			Scam			
2:00-2:50 Session 4	Spark Presentations (Group One)	Barriers: Empowering You to Serve Marginalized Populations	Creating Dyslexic-Positive Libraries	Climate Action: Small steps, big impact	Awareness and Prevention Toolkit: Guidance for Libraries	Grant Writing for Beginners	Policy 101	Census Data for Communities
2:50-3:15	<i>Recharge! Coffee Break &amp; Visit Exhibit Hall</i>							
		Recognizing Stress,	Inclusive Libraries:	Small Libraries, Big Ideas:			Working Group	
3:15-4:05 Session 5	Creating a Share & Repair Library of Things	Employing Self Care and Avoiding Burnout in Today's Library Landscape	Making Your Library and Programming More Accessible	Approaches to Children's Programming in Small Settings	Spark Presentations (Group Two)	Why Patron Privacy Matters and How You Can Protect It	Roundtable: Working Group Report on the Status of Vermont Libraries	
4:10-5:00 Session 6	Rapid Reviews	Connecting Through Creativity: Using Art in the Library As A Self-Care Tool	Facing Homelessness: a rural library perspective	Turning the Page: Gen Z and Millennials Rewrite Library Engagement	America's 250th in Vermont: Preparing to Commemorate	Storytime Share		
5:30-8:30	<i>Post Conference Gathering at Sherburne Library, Killington</i>							

## Session Descriptions & Locations

### Session One (9:40am – 10:30am)

#### **Writing and Implementing Safety and Security Policies for the Changing Vermont Library**

**Presenter:** Emer P. Feeney

*Oscar Wilde I&II*

Safety of staff and patrons is a top priority at all libraries, along with keeping our spaces accessible and welcoming. This presentation will examine important elements to consider when writing or updating safety and security policies for your changing Vermont library, as well as suggestions for how to train staff and implement those policies.

#### **The Worst Challenge is the One You're Not Ready For**

**Presenters:** Randal Smathers, Joy Worland, Polly Lynn Mikula

*Oscar Wilde III*

Most library policies are written to handle a good-faith item challenge, but library opponents are using legal and illegal ways to get their way, up to and including threats of violence. The best way to get through a hostile challenge is to be ready in advance. That means having policies in place, but also developing allies in the community, the media, and on your board, who can help you manage a challenge. Join our panel for a short presentation followed by a lively chat on topics from press releases to bomb threats.

#### **UVM Extension Master Gardeners: Your Library's Super-Source for Programming, Reference, and Sustainability**

**Presenter:** Barbara Ball

*Northstar I*

UVM Extension Master Gardeners provide a wealth of resources for libraries, including gardening-related programming, opportunities for partnerships relating to food equity, community education, sustainable library gardens, and even a gardening hotline for reference queries. Home and community (including library!) gardens have an important role in building sustainable, healthy, diverse, inclusive, and equitable communities and ecosystems. Join Windsor Library Director and UVM Extension Master

Gardener Barbara Ball to learn more about what UVM Extension Master Gardeners can offer to your library, including sneak peaks of hot topics/possible programs.

**Empowerment Through Access: An Update on the Statewide Shared Digital Collection**

**Presenter:** Jillian Scarson, Tara Carpenter, Lauren Kelley

*Northstar II*

Join representatives from the Vermont Department of Libraries and Lyris for an update on The Palace Project and its role in supporting ebook access to Vermonters. We'll provide information on what's new with the Palace app, the status of the Vermont Department of Libraries shared collections, and exciting new initiatives like the Book Vermont Library, aimed at reaching travelers and non-permanent residents. Stop by to learn about how your library can promote this community-driven effort to empower Vermonters through access to ebooks.

**Fact or Fiction? The Evidence Behind Popular Health Beliefs**

**Presenters:** Laura Haines, Denise Hersey

*Escapade*

Keep yourself safe from the hype and stay out of the shame-game! Join health sciences librarians from UVM's Dana Health Sciences Library in a rousing game of Fact or Fiction? We'll explore common health beliefs and what the evidence really says: do you need 8 glasses of water a day? Is the BMI a good measure of health? Participants will learn how to track down medical evidence and critically appraise original research. They will also gain more discerning critical thinking skills toward health information in the news and popular media, and how to avoid hype or overgeneralization.

**Red Clover: Beyond the Classroom**

**Presenters:** Hannah Fjeld, Liv Perry, Kate Lucia, Abby Adams

*Gateway I*

This year's crop of Red Clover books contains myriad windows and mirrors for all young people, helping them see both themselves and the wider world. In this workshop, members of the Red Clover Award committee will present this year's nominee list and ideas for programming to make these books accessible for all of your K-4th grade patrons.

### **Young Adult Diverse Books Book Club Takes Last Night at the Telegraph Club to Boston**

Presenter: Susan Piccoli

*Gateway II*

Learn how to offer a diverse-books book club at your public or school library with engaging programming that empowers your community through the example of the Young Adult Diverse Books Book Club at Woodstock Union High School (WUHS). As an example, WUHS librarian Susan Piccoli will discuss her book club's recent trip to Boston's Chinatown and the Museum of Fine Arts as part of her programming for the Vermont Reads book "Last Night at the Telegraph Club" by Malinda Lo. The culmination of this programming was an intergenerational book club that included community members, staff, and students. Free books and reading lists will be provided.

### **Libraries and Front Porch Forum: Stories and Practical Tips for Making the Most of Your FPF (Vendor Presentation)**

Presenters: Jason Van Driesche, Bree Drapa, Paula Davidson, Wendy McIntosh

*Northstar Hall*

Did you know that Front Porch Forum has over 230,000 Vermont members? Chances are good that most of the adults in your town are on FPF. It's a great way for libraries to spread the word about library programs, events, and other opportunities. Jason Van Driesche of FPF will moderate a panel of Vermont librarians in a lively discussion about how they've used FPF to connect with their community and build engagement with residents.

## **Session Two (10:40am – 11:30am)**

### **Recruiting and Equipping Volunteers in Vermont Public Libraries**

**Presenters:** Christine Walton, Hayley Martin

*Oscar Wilde I&II*

Whether rural or urban, public libraries thrive when they are powered by empowered volunteers. In this session, we'll hear volunteer testimonials from two Vermont public library professionals: one currently working as a volunteer librarian and the other as a volunteer coordinator. Through presentation and open discussion, we will explore questions like: How do you recruit volunteers within your local community? What does inclusive and accessible on-boarding look like? How do you ensure your volunteers feel valued? It is our hope that this session will create a space that is curious, enlightening, and inspiring for all.

### **The Golden Dome Book List: Something for Everyone**

**Presenters:** Rebecca Rupp, Sacha Krawczyk, Nicole Westbom, Courtney Bowen, Emily Mandeville-Houle, Hannah Peacock  
*Oscar Wilde III*

Members of the Golden Dome Award reading committee will present an overview of this year's new, diverse, and inclusive book list for readers in grades 4-8.

### **Active Threat Familiarization**

**Presenter:** William McSalis  
*Northstar I*

This presentation will familiarize the attendees with valuable information that can make the difference in safety and security-related scenarios ranging from merely contentious to critical and life-threatening. Director McSalis has instructed law enforcement officers on how to respond to active threat/active shooter events. This experience has informed his instruction for the civilian librarian response to those same events. This is a serious subject, but the class is presented in a calm and non-threatening manner. This session is intended to be interactive with plenty of time for questions.

### **Rising Waters, Rising Challenges: Navigating Disaster Recovery in Libraries**

**Presenters:** Dan Groberg, Carolyn Picazio  
*Northstar II*

In July 2023 Kellogg-Hubbard Library in Montpelier was inundated with 7.5 feet of flood water, resulting in more than \$1 million in damage. Executive Director Dan Groberg and Director of Library Services Carolyn Picazio will lead you through their experience from the first weather alerts to the present-day reconstruction of the facility, and share lessons learned that will help you prepare for any unexpected events at your library.



### **Intellectual Freedom: Practical Policies for Public Libraries**

**Presenter:** Mary Danko, Amy Olsen

*Escapade*

This session will go over best practices for a Collection Development Policy and Request for Reconsideration Policy & Process. Mary Danko & Amy Olsen will share their experiences in developing the policies and what they learned along the way. They'll also discuss key points when messaging about these policies as well as how to positively engage your trustees in the process.

### **Career and Professional Development Resources for Your Patrons**

**Presenter:** April Shaw

*Gateway I*

In the last year, the Vermont Online Library has expanded its databases to include Gale Presents: Udemy and Gale Presents: Peterson's Test and Career Prep. Gale Presents: Udemy provides access to over 20,000 video-based courses on a variety of topics. Gale Presents: Peterson's Test and Career Prep provides tools for educational and professional success, including certification practice tests and resume tools. Join us to learn more about these resources and for tips on promotion and direct access for your patrons to meet their lifelong learning goals.

### **Small Budgets, Big Feelings - let's talk about it**

**Presenters:** Catherine Goldsmith, Josh Worman

*Gateway II*

Achieving a respectful, cooperative working relationship with town leaders can be challenging. How do the mechanics of the relationship between "the town" and "the library" work in your area? How do library bills get paid in your town? Does your small library have a separate personnel policy or is library staff under the town's policy? Do you feel respected by town staff and by the town's governing body? Let's discuss the various ways these arrangements work and don't work. Join Catherine and Josh (?) for a round table discussion and safe zone to talk about these thorny issues.

**Vermont Reads 2024: *Gather* by Kenneth Cadow** (Vendor Presentation)

**Presenters:**

*Northstar Hall*

Vermont Humanities is pleased to announce that the next Vermont Reads book is *Gather* by Vermont author and Principal Kenneth Cadow. The book explores themes of rural life, resilience, class differences, addiction and recovery, housing and food insecurity, a deep relationship to the land, and the power of community. Vermont Humanities will be distributing books across the state for free to organizations hosting Vermont Reads projects. Join us to learn how you can host a Vermont Reads project in your community and resources including grants, facilitated books, and more that are available to project hosts.

**Session Three (11:40am – 12:20pm)**

**Oscar Wilde I&II:** Public Libraries Section

**Oscar Wilde III:** Youth Services Roundtable

**Northstar I:** Intellectual Freedom Committee

**Northstar II:** Technical Services Roundtable

**Escapade:** Equity, Diversity, & Inclusion Committee

**Gateway I:** Friends & Trustees Section

**Gateway II:** Government Relations & Advocacy Committee

1:30pm – 2:00pm

## NETWORKING AND VISIT EXHIBITS

### Session Four (2:10pm – 3:00pm)

#### SPARK Presentations

##### Group One

**Presenters:** Joy Worland, April Shaw, Melissa Hutson, Mary Danko, Emer Feeney

*Oscar Wilde I&II*

20 slides automatically advancing every 20 seconds for a total of about 6 1/2 minutes per presenter.

- **We did a Diversity Audit! And here's what we learned**
- **Using CANDID to maximize your grant funding**  
CANDID is an online resource for researching grants that is free to use for anyone visiting the Fletcher Free Library
- **Murder Mystery Take Home Kits**
- **VT Kit Club**  
Join up and make book discussion kit reservations that make planning library programming so much easier.
- **Partnering for expanding community services**
- **VTLIB is here for YOU!**  
Many of us thrive from meeting with colleagues to work through a challenge, figure out how to make an innovative idea work, or sometimes just to talk to someone with a similar job. But maybe creating opportunities for those experiences is one more thing on your overcrowded to-do list. Not to worry – the Department of Libraries is here for you! Join department staff for a snappy overview of round tables, county meetings, and other opportunities for informal networking, all scheduled, hosted, and lightly facilitated by department staff.

### **Breaking Down Barriers: Empowering You to Serve Marginalized Populations**

**Presenters:** Kelly McCagg

*Oscar Wilde III*

We all have them, those factions of our communities that don't use the library because they don't find it welcoming, they lack transportation, or our policies are written in such a way that prevents them from utilizing our resources. During this session we will introduce a systematic approach to engaging these underserved populations, be they families experiencing housing insecurity, the developmentally challenged, or members of the LGBTQIA+ community. Attendees will discuss major and minor remediations, share solutions that have worked for them, and hopefully leave with new ideas they can implement in their own libraries.

### **Creating Dyslexic-Positive Libraries**

**Presenters:** Nicole Westbom, Susan Whitehead

*Northstar I*

Join Children's Librarian Nicole Westbom and Academic Librarian (and dyslexic) Susan Whitehead for a fun and paradigm-shifting presentation about creating dyslexic-positive libraries. In this session, we will cover the current barriers in libraries, along with nine practical steps library staff can take to improve their library, including: DEI collection development, instructional strategies, outreach, and interactions with this underserved library population. The presenters will bring actual library resources to discuss barriers to access for these patrons in a hands on way. Time will be provided at the end of the presentation for either quiet reading or a fun group game, a friendly competition which will give you a chance to show off your new knowledge! Participants will receive a kit to make their own dyslexic-positive library display.

### **Climate Action: Small steps, big impact**

**Presenters:** Rebekkah Smith Aldrich, Margaret Woodruff, Kate Hunter

*Northstar II*

Climate action can be overwhelming and sometimes debilitating when the solutions seem out of your control. Thanks to a grant through the Vermont Community Foundation, a cohort of library staff are taking steps in their libraries and communities for climate

action, climate justice and community resilience. Learn how this group from across Vermont is working toward their Sustainable Libraries Certification and transforming their workplaces and towns by following the Triple Bottom Line with replicable, manageable practices and projects.

**Scam Awareness and Prevention Toolkit: Guidance for Libraries**

**Presenters:** Crystal Baldwin, Liza Dates, Sheri Rockcastle, Sean Donlon

*Escapade*

Acquire scam prevention knowledge and programming options in this presentation by federal and state fraud experts! Scams are constantly changing, multifaceted and challenging to decode. Billions of dollars have been lost to scams, with vulnerable populations experiencing the greatest losses. As trusted community hubs, libraries can help patrons avoid scams and improve outcomes by sharing resources and hosting scam awareness seminars. Join us as we review scam trends, methods to spot and avoid scams, and how to assist patrons experiencing fraud.

**Grant Writing for Beginners**

**Presenter:** Trisha Ingalls

*Gateway I*

Learn the fundamentals of grant writing for your library, where to find opportunities, and how to create a compelling application. It will include some practice on a real application.

**Policy 101**

**Presenter:** Kevin Unrath

*Gateway II*

This workshop will provide trustees, directors, and library staff a practical way for creating, reviewing, and updating library policies on a regular basis. Whether your library has no written policies or more than you can possibly remember, this workshop will provide you with a yearly policy review process that is manageable, practical, and logical. We will consider tips and tricks for creating new policies from scratch, how to update policies that need reworking, and how to ensure policies are created and enforced equitably.

### **Census Data for Communities (Vendor Presentation)**

Presenters: Michael Moser, Nicole McKenzie

*Northstar Hall*

Learn how to access and use Census Bureau data to inform library reporting and answer questions from the public. Ever wondered what percentage of your town is below the federal poverty level? Want to learn more about population change in your town, county or the state? Join this high-level introduction to community characteristics data and learn how to answer these and many other data inquiries you and your public may have.

## **Session Five (3:15pm – 4:05pm)**

### **Creating a Share & Repair Library of Things**

**Presenter:** Suzanne Krohn

*Oscar Wilde I&II*

Learn how to build or expand your Library of Things with an eye toward economic equity and self-sufficiency by adding items that enable your patrons to repair or maintain their possessions and homes. A Share & Repair LoTs may contain items to mend clothing, tune up a bicycle, clean dryer vents and more. Based on a study of libraries across the country, we'll learn the why's and how's of developing and circulating this type of collection. Participants will come away with best practices, a list of items to consider and funding and program ideas.

### **Recognizing Stress, Employing Self Care and Avoiding Burnout in Today's Library Landscape**

**Presenter:** Nicole Klett

*Oscar Wilde III*

Today's librarians are tackling the everyday challenges of running a library including the balancing of budgets, creating community spaces and offering diverse collections accessible to readers and learners of all types while also facing an existential threat to the institution itself. It is easy to get weighed down by the effort required to continue a library's mission in 2024. In this interactive

workshop, you will create a vision for your library (and yourself) to remember your WHY throughout the year (and day sometimes!), brainstorm self care strategies, participate in mindfulness exercises and employ SMART goal principles to mitigate burnout.

### **Inclusive Libraries: Making Your Library and Programming More Accessible**

**Presenter:** Karen Gravlin

*Northstar I*

Are you interested in making your library more accessible, but don't have the budget to fund a construction project? Join ABLE Library director, Karen Gravlin, to learn about ways to make your building more accessible to people with disabilities without spending a lot of money. We'll cover data about people with disabilities in Vermont, ways that society views disability, and how that information can help inform your library's services. In addition to the accessibility of your building, we'll also discuss best practices for offering accessible programming.

### **Small Libraries, Big Ideas: Creative Approaches to Children's Programming in Small Settings**

**Presenters:** Amy Olsen, Brenda Stanley, Amy McMullen, Gail Trede

*Northstar II*

What can you do in a small library? As it turns out...a lot! Prepare to be inspired by this dynamic panel of children's librarians from the Vermont Early Literacy Initiative (VELI) as they share a wealth of insights and innovative approaches aimed at engaging young children and their families in small library settings. From budget-friendly programming ideas to maximizing limited resources, this session promises practical strategies and inspiration so that attendees will return to their libraries with concrete ideas to enhance children's services in their own communities.

### **SPARK Presentations**

#### **Group Two**

**Presenters:** Meg Malone, Liz von Nagy, Keirstan Lague, Ellen Brennan, Emma Parks, Mary Neffinger

*Escapade*

20 slides automatically advancing every 20 seconds for a total of about 6 1/2 minutes per presenter.

- **Fun & Friendly Competition: Trivia Night 101**

Looking for a popular, topical, inter-generational program that requires very few additional resources? That's trivia night at the library! We'll go through how this kind of recurring program aligns with many library goals and can be adapted to a virtual or in-person setting. Plus, we'll talk tips on how to pick themes and craft questions that both keep your audience both engaged and challenged (while ensuring you're also having fun!).

- **Embracing Diversity: Innovate and Create Together** School Librarian Liz von Nagy and Library Technical Assistant Keirstan Lague will walk participants through the EHS/CTE Library's Makerspace programming, designed for all patrons. Participants will learn how the presenters maintain high interest and traffic in the makerspace, as well as how the presenters collaborate with teachers and patrons alike, empowering them to harness their creativity. Participants will leave the session with new ideas to implement into their makerspaces the next day!
- **Making Space in Vermont: New NASA Grant to Support Vermont Public Libraries**  
Learn about a new award program designed to support science, technology, engineering, and math (STEM) programming in Vermont's public libraries! NASA's Vermont Space Grant has partnered with the Vermont Department for Libraries to launch an annual grant program funding public libraries as they deliver space and other STEM programming to their communities. By financially supporting public libraries across Vermont, we hope to engage all communities regardless of location, resources, or demographics in NASA and STEM learning. In this brief session, you'll learn how to apply, what the funds support, and how we are here to help you access this funding.
- **Libraries as an Access Point: Telemedicine Access and Challenges in Vermont**
- **Brick by Brick: Building Empowered Communities through Lego Robotics**  
Amidst fluctuating educational funding across various communities, Lego First Robotics programs represent an opportunity for libraries to reach and empower a wide range of youth with an inclusive and approachable STEM program. Learn why libraries are a perfect fit for robotics teams and how they strengthen community ties. Learn how to go about starting a lego robotics team, including community outreach and funding options.



### **Why Patron Privacy Matters and How You Can Protect It**

**Presenter:** Trina Magi

*Gateway I*

Protecting patron privacy is a long-standing ethical principle of librarians. It's also the law! In this session, you will learn why privacy is important and what the law requires. You will become aware of typical threats to patron privacy and how you can be prepared. And you will get practical advice and resources about writing policy and procedures, training staff and board members, educating patrons, and responding to law enforcement.

### **Working Group Roundtable: Working Group Report on the Status of Vermont Libraries**

**Presenter:** Mary Danko

*Gateway II*

VLA needs your input on the *Working Group Report on the Status of Vermont Libraries* to help us develop a Strategic Roadmap Response. Many recommendations were proposed in the report and we want to know what your priorities are. Join us for a round-table discussion as we consider the future of Vermont libraries. This will be an interactive program so bring your energy and ideas!

## **Session Six (4:10pm-5:00pm)**

### **Rapid Reviews**

**Presenter:** Marie Schmukal, Almy Landauer, Katie Male-Riordan, Allison Maynard, Hannah Peacock

*Oscar Wilde I&II*

Quickie reviews of hot titles, sleeper hits, and books for engaging discussions from a variety of genres and authors. Audiobooks, too!

### **Connecting Through Creativity: Using Art in the Library As A Self-Care Tool**

**Presenters:** Patrick McAllister

*Oscar Wilde III*

In this session, we will use art via programming and displays to facilitate self-care and community building for librarians and library patrons. The ideas shared are designed with accessibility in mind, allowing anyone to participate. Art as a self-care tool is worth implementing for yourself and your patrons. In an era where libraries are evolving into dynamic community hubs, infusing art into programming adds a unique dimension that engages patrons of all ages. Participants will leave the session with ideas to integrate tomorrow!

### **Facing Homelessness: a rural library perspective**

**Presenters:** Bree Drapa, Lauren Curry

*Northstar I*

Libraries are for everyone. What does this look like in a small library with limited staff and resources? What happens when rural libraries are confronted with larger societal issues? Libraries must play to our strengths of being community connectors and providing information. In 2021, library visitors experiencing homelessness prompted a group of community partners to come together to think about how the Westford Public Library and the greater Westford community could—and could not—respond to homelessness. This session will examine the roles of libraries to engage emergent situations of homelessness, the responsibilities of communities to protect and support our librarians, opportunities to align critical values with efficacy on behalf of vulnerable populations, and realistic considerations of what is possible and appropriate for small libraries to provide. Participants will learn about concrete examples of the process, tools, and take-aways experienced in one small community, and will be invited to contribute their own concerns, hopes, and ideas to this critical public conversation.

### **Turning the Page: Gen Z and Millennials Rewrite Library Engagement**

**Presenters:** Molly Nesselrodt, Michaela Lavelle

*Northstar II*

The age bracket of 18 to 30 is now dubbed "Emerging Adults," distinct from both teenagers and older adults. A report by the American Library Association highlights the increased usage of public libraries among Gen Z and millennials. Michaela and Molly, both Vermont librarians and members of Gen Z will offer their insights on the Emerging Adult demographic, programming ideas tailored to this group, and present findings from their own programs offered at their respective libraries. Attendees can participate in interactive sessions to reassess their understanding of this age group, challenge assumptions, and brainstorm ways to engage them effectively within their libraries.

### **America's 250<sup>th</sup> in Vermont: Preparing to Commemorate**

**Presenters:** Israel "Izzy" Provoncha, Catherine Delneo, Jonah Spivak, Meg Mallory, Phil Holland, Victoria Sample  
*Escapade*

The Education Committee of the 250<sup>th</sup> Commission will introduce librarians to the opportunities around the commemoration of our country's founding and seek feedback on what libraries would find valuable for their patrons. The Commission recognizes that it is most appropriate to "commemorate" rather than "celebrate" as there were many historical realities that, when viewed from the perspective of many members of our community, are a source of discomfort or even loss and pain. The goal is to work with cultural organizations to inspire Vermonters to learn from the history, legacy, and context of the past to build stronger communities now.

### **Storytime Share**

**Presenter:** Tricia Allen  
*Gateway I*

Bring your tried-and-true storytime hits to share with your fellow youth services librarians. Whether it's a book that is sure to get a smile, a song to which parents will always sing along, a craft that is as easy as it is beloved, or a bounce that has kids saying "again!", we want to know about it. Participants should leave this session with a whole new toolkit of storytime ideas and inspiration.

## Presenter Bios

**Sarah Adelman** is the Librarian at Camel's Hump Middle School in Richmond, VT. Sarah is a member of the Golden Dome Award reading committee.

**Rebekkah Smith Aldrich** (MLS, LEED AP) is the Executive Director of the Mid-Hudson Library System (NY) and the co-founder / board president of the Sustainable Libraries Initiative (SLI). Rebekkah was recognized as a *Library Journal* Mover & Shaker and was presented with the New York Library Association's Outstanding Service to Libraries Award. Aldrich is an adjunct professor at the Palmer School of Library & Information Science at Long Island University.

**Crystal Baldwin, M.Ed.** is a nationally awarded consumer protection expert with over 20 years in public service. As Program Coordinator for the Vermont Attorney General's Consumer Assistance Program and UVM adjunct faculty, she is a skilled educator, who applies a cross-disciplinary approach to developing action-oriented strategic education and outreach programs.

**Ellen KW Brennan** is the Program Administrator for the Vermont Space Grant Consortium and NASA EPSCoR. Originally a neuroscientist, Ellen left the lab behind to support STEM access and opportunity across Vermont. As part of the Vermont Space Grant and NASA EPSCoR team, she administers programs supporting students, researchers, industry partners, museums, and more as they engage with NASA at all levels.

**Courtney Bowen** is the Youth Librarian at Kimball Public Library in Randolph Vermont. Courtney is a member of the Golden Dome Award reading committee.

**Mary Danko** is the Library Director at the Fletcher Free Library in Burlington, Vermont. She received her MLIS from Syracuse University and her MBA from Champlain College. She has been President of the New England Library Association (NELA) and Chair of the Vermont Library Association's (VLA) Intellectual Freedom Committee. She is currently Vice President of VLA. She is passionate about all things having to do with public libraries. She can still remember when her mom took her to Pajama Story Time at her childhood library in Ohio.

**Liza Dates** is an Intelligence Analyst for the Federal Bureau of Investigation, Albany Field Office. Ms. Dates has served more than 27 years in the federal government as an Intelligence Analyst and previously as a linguist for the U.S. Army. Ms. Dates currently supports the Vermont FBI offices and covers all threat matters.

**Bree Drapa** is the Director of the Westford Public Library in Westford, Vermont. Bree is passionate about Solo Librarianship, making community connections, and elevating the professionalism of small and rural librarians. Bree was a member of the inaugural class of ARSL's Outstanding in Their Field Leadership Institute and is the co-host of the monthly ARSL Solo-ish Librarian Happy Hour.

**Sean Donlon** currently works for the US Secret Service.

**Emer Feeney** is currently the Assistant Director at the Fletcher Free Library in Burlington, Vermont.

**Hannah Fjeld** is the preK-6 School Librarian at Neshobe School in Brandon. She has served on the Red Clover Committee since 2019 and acted as Chair since 2022.

**Richelle Franzoni** joined Vermont Humanities in June 2017. She is primarily responsible for the management of five community programs – Veterans Book Groups, Literature and Medicine, Reading and Discussion, Speakers Bureau, and Grants. She works with other team members on the Fall Conference and Vermont Reads.

**Catherine Goldsmith's** first career was as a stage manager in NYC. After stints in retail, bookkeeping and arts administration, she commuted to Albany, NY for a Master's in Library Science and the rest is pure library joy. The outgoing director in Starksboro, and almost past-president of VLA's public libraries section, Catherine is looking for her next challenge which she hopes will include local history and beautiful old buildings.

**Karen Gravlin** is the Director of the ABLE Library, Vermont's Library for the Blind and Print Disabled, and the Library Consultant for Inclusive Services with the Vermont Department of Libraries. In these roles, she provides library services to Vermonters with disabilities that prevent them from reading standard print and supports library staff around the state through consulting and professional development activities with a focus on library services to historically underserved communities.

**Dan Groberg** is Executive Director at the Kellogg-Hubbard Library. He joined the library in June 2023, just days before the flood. He has worked in nonprofit management and community development for more than a decade, at the City of Montpelier, Montpelier

Alive, and the State of Vermont Department of Housing and Community Development. He holds a master's degree in public administration in Public and Nonprofit Management from the University of Pittsburgh and is a graduate of the Vermont Leadership Institute at the Snelling Center for Government.

**Laura Haines**, MLS, is an education and research librarian at Dana Health Sciences Library at the University of Vermont. She is one of two clinical librarians who primarily work with patrons in the UVM Medical Center hospital. Her research interests include weight inclusive healthcare practices and the information behavior of resident physicians. She lives in the Old North End of Burlington, VT with her husband, a wood turner, two teenaged children and a cranky cat named Django.

**Denise Hersey** is the Director of the Dana Health Sciences Library at UVM. She has spent most of her career in academic science and health science librarianship, particularly clinical research and education. Her research interests include data management, systematic reviews covering multiple clinical disciplines, user experience and science communication. Prior to coming to UVM Denise worked at both Yale and Princeton Universities.

**Kyrre Howard** is the director of the Pettee Memorial Library.

**Kate Hunter** is the Librarian at the Orwell Free Library in Orwell, Vermont. Living sustainably while trying to be a good ancestor is Kate's goal. Wrapping library work up into a torment of community initiatives is Kate's passion. Kate began the Sustainable Libraries Certification Program in 2023.

**Melissa Hutson** is currently the Technical Services & Digital Content Manager at the Fletcher Free Library in Burlington, Vermont.

**Trisha Ingalls** is a coach and writer who cares about her community, near and far. She grew up in rural Quebec, Canada, received a B.A. in English Literature from Concordia University in Montreal. She has been the executive director and the chief operating officer of two affordable housing development nonprofits and participated in the Achieving Excellence in Community Development Program, an 18-month joint venture leadership training between NeighborWorks America and Harvard's Kennedy School of Government.

**Christopher Kaufman Ilstrup** became Vermont Humanities' third executive director in August 2018. He previously served as a Senior Philanthropic Advisor at the [Vermont Community Foundation](#) for 10 years. He has held leadership roles at the [Flynn Center for the Performing Arts](#), Outright Vermont, and [Rural Vermont](#).

**Nicole Klett** is in her first year as a Library Assistant at the EHS/CTE Library at Essex High School. She is also a nationally board-certified health and wellness coach.

**Sacha Krawczyk** is the Youth Services Librarian at the Fletcher Memorial Library in Ludlow Vermont. Sacha is a member of the Golden Dome Award reading committee.

**Suzanne Krohn** (she/they) currently works as the Outreach & Programming Library Assistant at Richmond Free Library where she focuses on adult programming, promotion, and the process of becoming a Sustainable Libraries Initiative certified library. They worked at three public libraries in New Hampshire before moving back to Vermont and are currently serving on the RUSA CODES Reading List committee. She holds a Bachelor of Science from Cornell University and a Master of Information Science from University at Albany.

**Keirstan Lague** (She/Her) works at Essex High School as a Library Technical Assistant where she operates the library's Makerspace. This is her second year presenting for the VLA conference.

**Michaela Lavelle** is the assistant librarian at the Quechee/Wilder Libraries in Hartford and is currently working on her MLIS. She comes to library land after years in the higher education and arts nonprofit sectors. She channels this experience into developing engaging programs and partnerships across age groups.

**Kate Lucia** is the School Librarian at Shelburne Community School. This is her first year on the Red Clover Committee.

**Trina Magi**, Professor, is a librarian at Howe Memorial Library, University of Vermont. Trina has spoken and written widely about privacy and libraries and was editor of the 9<sup>th</sup> edition of the *ALA Intellectual Freedom Manual*. She led in the development of Vermont's law protecting library patron privacy, and she led a campaign opposing the USA PATRIOT Act, working alongside Bernie Sanders. She has received several awards including ALA's Elizabeth Futas Catalyst for Change Award, NELA's ProQuest/SIRS Intellectual Freedom Award, and the Hugh Hefner First Amendment Award.

**Meg Malone** (she/her) is the young adult services librarian and interlibrary loan coordinator at Burnham Memorial in Colchester. Meg received her MSLS in Library & Information Science in 2020 from the University of Kentucky. Prior to her work in libraries, she put her journalism degree to work as a digital producer in the newsroom at Vermont Public.

**Emily Mandeville-Houle** is the Youth Services Librarian at the Essex Free Library in Essex Vermont. Emily is a member of the Golden Dome Award reading committee.

**Hayley Martin** (she/her) is a Volunteer Coordinator and Circulation Assistant at Fletcher Free Library in Burlington, Vermont. Prior to that, she worked in circulation at Waterbury Public Library. She loves working in public libraries and is currently working towards earning her Certificate of Public Librarianship with the Vermont Department of Libraries.

**Wendy Martin** is a Literacy Programs Officer at Vermont Humanities. In her role, Wendy works closely with librarians as part of the Vermont Early Literacy Initiative (VELI). Additionally, she leads the Never Too Early literacy workshops designed specifically for early childhood educators.

**Patrick McAllister** is a Library Technical Assistant at Essex High School/Center for Technology. Patrick is originally from Massachusetts and he enjoys art and being outside.

**Nicole McKenzie** is the Census Bureau data dissemination specialist for New Hampshire, Maine, Vermont, Massachusetts, and Rhode Island. Nicole enjoys educating data users about Census data products and assisting users with accessing and using the wealth of population, business and government data available for Vermont's communities.

**Amy McMullen** has served as the Director and School Librarian at the Cavendish-Fletcher Community Library since July 2022. She has been a Vermont Early Literacy Initiative (VELI) Librarian since 2010 and loves how VELI programming can happen at any library, no matter the size.

**William McSalis** works for the State of Vermont in the Department of Buildings and General Services. He is currently the Director of the Office of Safety and Security.

**Michael Moser** coordinates the State of Vermont's Census State Data Center. Michael enjoys educating data users about Census data products and assisting users with accessing and using the wealth of population, business and government data available for Vermont's communities.

**Liz von Nagy** is the Library Director at Essex High School. A Nebraska to Vermont transplant, she enjoys everything library and the great outdoors.



**Molly Nesselrodt** currently works at the Stowe Free Library as the Assistant Director and Adult Services Librarian. She has worked in public libraries for over six years and is getting her MLIS from Clarion University. She has an undergraduate degree in Media, Journalism, and Sociology and is passionate about library activism.

**Amy Olsen** is the Director of the Lanpher Memorial Library in Hyde Park, Vermont. She is past president of the Vermont Library Association, and current co-chair of VLA's Equity, Diversity and Inclusion Roundtable. She attended West Virginia Wesleyan College, and Beijing Language and Culture University. When she was little, her mom did her horoscope and discovered that according to her chart, she should consider becoming a Librarian, so it was written in the stars.

**Emma Parks** is a library support senior and GIS consultant at the University of Vermont Dana Health Sciences Library.

**Hannah Peacock** is the Youth Services Librarian and Assistant Director at the Burnham Memorial Library in Colchester, VT. She is a member of the Golden Dome Award reading committee.

**Carolyn Picazio** is Director of Library Services at the Kellogg-Hubbard Library. She has worked at the Kellogg-Hubbard since 2016 as Co-Director and Director of Library Services. Carolyn has worked as an administrator in Vermont libraries of all sizes since 2012 and has been with the Kellogg-Hubbard since 2016. Her primary professional interests are Technical Services and Policymaking. A native of the Northeast Kingdom, she attended UVM and Syracuse University and holds a B.A. in Classical Civilizations and a M.S. in Library and Information Science.

**Susan Piccoli** is the school librarian at Woodstock Union High/Middle School in Woodstock, VT. She is the recipient of the 2021 Victor R. Swenson Award from the Vermont Humanities Council for her work with the Young Adult Diverse Books Book Club, her programming for the Vermont Reads books and her collaborations with arts and humanities teachers.

**Sheri Rockcastle** has served in various roles and departments for the State of Vermont for more than 17 years. Currently, she supports consumer concerns related to banking and outreach as a Consumer Services Analyst for the Vermont Department of Financial Regulation's Banking Division. Sheri has extensive experience including as Vice President at Mad River Canoe and management at United Parcel Service.

**Rebecca Rupp** is a writer and scientist and a member of the Swanton Public Library Board of Trustees. Rebecca is a member of the Golden Dome Award reading committee.

**Jillian Scarson** is the Partner Success Leader with the Palace Project, serving as liaison to library partners and aiding in the successful adoption and usage of the Palace platform. She holds a Bachelor of Fine Arts in Illustration and Master's of Library & Information Science from Syracuse University, where she focused her studies on information literacy instruction, disinformation, and the policies that impact libraries and their users.

**Marie Schmukal** is currently the Director of the Warren Public Library.

**April Shaw** is currently the consultant for Government Services and Reference with the Vermont Department of Libraries.

**Brenda Stanley** has been the Enosburgh Public Library Director since 2016. She especially enjoys inventing creative ways to reach families in her community.

**O.K. Stevens** - better known as Ollie - grew up in Michigan and now lives in Vermont with a cat named Goose. They graduated from The Center for Cartoon Studies in 2024. When not drawing, O.K. is a local substitute teacher, wrangling a variety of kiddos and telling them they can do anything they set their mind to. They also work with an online homeschooling company to create accessible art adaptations of K-12 curriculum. Additionally, O.K. is working on their debut middle-grade graphic novel, *Moonbug Summer*. Visit them online at [www.theokstevens.com](http://www.theokstevens.com).

**Randal Smathers** is currently the Director of the Rutland Free Library.

**Gail Trede** is Director of Bradford Public Library, where she offers innovative programming, including summer Humanities Camps for middle schoolers.

**Kevin Unrath** is Consultant for Library Operations with the Vermont Department of Libraries. Prior to this he served in supervisory and management positions at various libraries around the country, including working for a decade as director of two public libraries in Vermont. Kevin earned his Master's Degree in Library and Information Science in 2000 from the University of Illinois, and has served as a mentor for the New England Library Leadership Symposium and a past president of the Vermont Library Association.

**Nicole Westbom** is the Head Youth Librarian at the Kellogg-Hubbard Library in Montpelier Vermont. Nicole is a member of the Golden Dome Award reading committee.

**Susan Whitehead** is an Academic Librarian years 15-years experience working in reference, circulation, and electronic resources. She loves helping patrons navigate the library and find the resources they need.

**Josh Worman** was born and raised in northern Vermont and lived in New York City and Nashville, Tennessee for a total of approximately twenty years, two months, and twenty-six days. While living in Nashville, he participated in musical cattle-calls at the Bluebird Café and worked in the public library system before moving back to Vermont to look after his aging parents. Josh is Director of the Haston Library in Franklin, Vermont, and is currently the Vice President of the Public Library Section of the Vermont Library Association.

## Acknowledgments

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## 2024 Vermont Library Association Conference Planning Committee

Dena Merger, she/her, Lydia Taft Pratt Library, co-chair

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