MOBAC

MOBAC Administrative Council
March 15, 2024
9:30 a.m.

Harrison Memorial Library
Corner of Ocean Ave & Lincoln St, Carmel, CA 93923

MOBAC Administrative Council

Joanna Messer Kimmitt, Cabrillo College Library (Chair)	Charlene Williams, Pacific Grove Public Library
Hillary Theyer, Monterey County Free Library	Jacqueline Grallo, CSU Monterey Bay Library
Aleah Kropholler, Gavilan College Library	Jeff Sundquist, Monterey Peninsula College Library
Alicia Martinez, Watsonville Public Library	Kristan Lundquist, Salinas Public Library
Ann Flower, Middlebury Institute of International Studies	Manny González, San Benito County Free Library
Ashlee Wright, Harrison Memorial Library	Rochelle Eagen, San Juan Bautista City Library
Brian Edwards, Monterey Public Library	Tom Rosko, Naval Postgraduate School Dudley Knox Library
Cynthia Ainsworth, Hartnell College Library	
Deborah Stephens, Hartnell College Library	Eric Howard, Santa Cruz Public Libraries

1. Call to Order, Introductions, Announcements, Proxies   Kimmitt

2. Approval of Consent Items **(Action Item)**

   A. Approval of Agenda   Kimmitt

   B. Approval of Minutes of December 15, 2023   Kimmitt   Attachment 1, pg. 3
      Meeting

3. Administrative Business

   A. Salinas Valley Adult Education Consortium Presentation   Pagan

   B. Results of Nominating Committee for FY 2024-25   Kimmitt   Attachment 2, pg. 6
      Chair and Vice Chair **(Action Item)**

   C. Dolly Parton Imagination Library Update   Wright   Attachment 3, pg. 7

   D. MOBAC dPlan Subscription Update   Frost   Attachment 4, pg. 10

   E. Committee Program Updates and Funding   Kimmitt   Attachment 5, pg. 14
      Requests **(Action Item)**

   F. MOBAC Presentation at PLP Annual Meeting   Frost   Attachment 6, pg. 15

   G. Outreach Discussion   Kropholler

   H. PLP Update   Frost

4. Reports

   A. ILL Resource Sharing   Haskins

   B. Reference   Addison

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32 West 25th Avenue, Suite 201, San Mateo, CA 94403-2265
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    C. SPLAMBA   Weyant

    D. Technology   Tozier

    E. Literacy   Andrews

    F. KOHA ILS   Wright

    G. MOBAC Chair   Kimmitt

    H. MOBAC Administration   Frost

5. Public Comment – (Individuals are allowed three minutes; groups in attendance, five minutes. It is system policy to refer matters raised in this forum to staff for further investigation or action if appropriate. Translator/interpreter will be available upon request at least three days prior to the meeting. The Brown Act prohibits the Administrative Council from discussing or acting on any matter not agendized pursuant to State law.)

6. Other Business

    A. News from Libraries   Kimmitt

    B. Agenda Items and Location for June 21, 2024 Meeting   Kimmitt

7. Adjournment

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MOBAC

MOBAC Administrative Council
December 15, 2023
9:30 a.m. - via Zoom

Action Minutes

Council: Joanna Messer Kimmitt (CAB); Aleah Kropholler (GCL); Ashlee Wright (HML); Cynthia Ainsworth (HCL); Deborah Stephens (HCL); Hillary Theyer (MCFL); Jeffrey Sundquist (MPC); Brian Edwards (MPL); Diana Godwin (PGPL); Rochelle Eagen (SJB); Alicia Martinez (WPL)
Proxies: Cathy Andrews (SAL)
Others: David Addison (Reference); Carol Frost (PLP); Justin Wasterlain (PLP)

1. **Call to Order, Introductions, Announcements, Proxies**
   The meeting was called to order at 9:34 a.m. by Chair Kimmitt.

2. **Approval of Consent Items**

   A. **Approval of Agenda**

   B. **Approval of Minutes of September 15, 2023 Meeting**
      A motion was made, and unanimously approved via roll-call vote, to approve the Consent Items. (Theyer/Wright)

3. **Administrative Business**

   A. **Formation of Nomination Committee for FY 2024-25 Chair and Vice Chair**
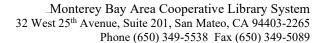   Edwards agreed to serve as Chair in FY 2024-25. A nominating committee was formed by Edwards and Martinez.

   B. **Dolly Parton Imagination Library Collaboration**
      Wright provided an update on the Dolly Parton Imagination Library. Wright proposed Rotary Club organizations could be a potential 501(c)(3) partner and noted the Carmel Rotary Club showed an interest in partnering. She pointed out Rotary Clubs often collaborate across districts and could help create county-wide coverage. Wright provided information about the Imagination Library's youth participation statistics and the projected workload required over five years. She explained promotion would be the main role of the libraries in the program. Wright asked to continue conversations with perspective partners. A motion was made, and unanimously approved via roll-call vote, to have Wright continue conversations about the Dolly Parton Imagination Library with perspective partners on behalf of MOBAC. (Theyer/Edwards)

   C. **Consideration of Restructuring MOBAC Committees**
      Wright provided an overview of the existing MOBAC committee structure, noting it aligned with library departments. She pointed out committee participation and activity had decreased since the pandemic. Wright proposed that restructuring the committees around current challenges could revitalize them and provide a better

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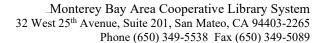Phone (650) 349-5538 Fax (650) 349-5089

sense of charge and purpose. Eagan (SPLAMBA) and Stephens (Technology) noted their committees would be open to direction from the Council, but the committees are still active and both would like them to continue. Kropholler recognized that patron use for reference services are different than they were pre-pandemic. She favored realigning the committees and feels it could help increase participation. Theyer suggested committees without chairs or with low participation could be suited for realignment. She noted ad hoc committees could be formed for specific needs rather than creating new standing committees. Andrews stated the Literacy Committee is dual purpose and would meet even if not an official MOBAC committee. She suggested communities of interest would have more flexibility than standing committees due to Brown Act regulations. Ainsworth recommended DEI be built into the work of every committee rather than being seen as a separate committee. Sundquist suggested updating MOBAC's strategic plan to better inform the work of the committees, particularly if new ones are created. Kimmett and Kropholler voiced interest in helping Sundquist. Kimmett agreed emergency response should be considered for a standing committee. Kimmett also requested a standing DEI committee to assist with policy creation, statements, audits, and professional development. Frost noted PLP has prioritized creating communities of interest and could see many of these ideas being suitable for them. Kropholler inquired about tools available for sharing documents. Frost answered PLP can provide Basecamp accounts to assist with collaboration. Kimmitt proposed postponing action on changing any current committees and forming a strategic plan workgroup to review structure of committees and make recommendations at the March 2024 meeting. Kimmitt, Sundquist, Wright, and Kropholler volunteered to be on the workgroup. A motion was made, and unanimously approved via roll-call vote, to form a workgroup to review the structure of the MOBAC committees and make recommendations to the Council at the March meeting. (Kropholler/Theyer)

D. **MOBAC Funding for dPlan Subscriptions**
Wright proposed the use of dPlan by all MOBAC libraries for emergency planning. She noted it could be beneficial for the jurisdictions to use a standardized tool. Wright discussed the quoted price for MOBAC libraries and asked if this would be a cost MOBAC could fund on an annual basis. Martinez noted Watsonville was working on a city-wide EOC plan, but it was not library specific. Ainsworth and Sundquist stated it was not likely their libraries could participate since the colleges have their own required processes already. Kimmitt proposed Cabrillo using dPlan as a repository for plans rather than a plan creating tool. Edwards and Wright suggested a statewide subscription through the California State Library would be helpful considering their current push towards cultural heritage disaster protection. Wright volunteered to draft a memo to the State Librarian requesting financial support for subscriptions to dPLAN from libraries. A motion was made, and approved unanimously via roll-call vote, to authorize PLP to establish a consortia subscription to dPlan using MOBAC reserves for those libraries which were interested in a one-year subscription. (Stephens/Theyer)

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E. Committee Program Updates and Funding Requests

Wasterlain stated a funding request for $1,000 was made by SPLAMBA for an upcoming half-day workshop, and a $500 request was made from the Literacy Committee to hold trainings in the spring. A motion was made, and unanimously approved via roll-call vote, to approve the funding requests. (Kimmitt/Ainsworth)

F. PLP Update

Frost provided an update about the PLP Middle Management program, AI training on January 31st, and a Staff Development Committee workshop about internal interviewing skills on February 15th. Frost described a recent training on intellectual freedom hosted by Livermore Public Library and Pleasanton Public Library.

4. **Reports**

Reports from the Reference Committee, SPLAMBA, Technology Committee, and Literacy Committee were provided.

5. **Public Comment** – none

6. **Other Business**

A. News from libraries including COVID-19 updates

The libraries shared updates.

B. Agenda Items, Chair, and Location for Next Meeting on March 15, 2024
- Meeting to be hosted at Harrison Memorial Library
- Committee Review Workgroup Report
- Outreach and "making invisible work visible"
- Update on dPlan
- Update on Imagination Library
- Nominating Committee Results

7. **Adjournment**

The meeting was adjourned at 11:52 a.m. by Chair Kimmitt.

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MOBAC

To: **MOBAC Administrative Council**
From: **Joanna Kimmitt**
Subject: **Results of Nominating Committee for FY 2024-25 Chair and Vice-Chair**
Date: **March 15, 2024**

Per the MOBAC Bylaws, the MOBAC Administrative Council Chair and Vice-Chair shall serve for a term of one year. The Vice-Chair shall serve as the Chair-Elect, and a new Vice-Chair will be nominated each year.

Each year at the March MOBAC Administrative Council meeting, the Nominating Committee proposes a slate of candidates for the Council to approve.

From the Bylaws:

"IV. OFFICERS
   A. The officers of the Administrative Council shall be: Chair, Vice-Chair (whose duties include serving as Chair-Elect), and immediate Past-Chair.
   B. The term of office shall be for one year.
   C. Special elections shall be held as needed to fill vacancies.
   D. No officer may serve more than two (2) successive terms."

"V. COMMITTEES
   B. The Nominating Committee shall be appointed annually by the Administrative Council Chair and will present a slate of Administrative Council officers for voting and approval at the Annual meeting."

MOBAC Administrative Council Chairs Chronology

	Chair	Vice-Chair
2024/25	Brian Edwards – public	TBD
2023/24	Joanna Kimmitt - academic	Brian Edwards - public
2022/23	Joanna Kimmitt - academic	Hillary Theyer - public
2021/22	Hillary Theyer - public	Jacqueline Grallo - academic
2020/21	Ashlee Wright - public	Hillary Theyer - public
2019/20	George Romero - academic	Ashlee Wright - public
2018/19	Inga Waite - public	Peter Liu - academic
2017/18	Frank Wojcik - academic	Inga Waite - public
2016/17	Carol Heitzig - Academic	Frank Wojcik - academic
2015/16	Eleanor Uhlinger - academic	Carol Heitzig - public

Recommendation
It is recommended the Council approve the Nominating Committee's recommendation of Brian Edwards as chair and identify a member to serve as vice-chair.

Memorandum

To: MOBAC Administrative Council

From: Ashlee Wright, Library and Community Activities Director (HML)

Subject: Receive an update on effort to launch Dolly Parton's Imagination Library in
           Monterey County

Date: Mar 4, 2024

At its last meeting the Administrative Council authorized me to work with the Carmel-by-the-Sea (CBTS) Rotary Club: 1. to gauge CBTS Rotary's interest in the Imagination Library Initiative, and 2. find someone amongst the group to champion the project to other Rotary Clubs throughout Monterey County.

I gave a presentation to the CBTS Rotary Club at their weekly lunch meeting on January 17 which was well received. At that meeting Rotary members formed an ad hoc committee to study Imagination Library further. After their first meeting the ad hoc committee submitted a number of questions that Senior Regional Director, Rachel King and I worked together to answer (Attachment 1). She and I then met with the ad hoc committee on February 28 to answer further questions.

The ad hoc committee has subsequently met again and formed a plan to reach out to the Rotary District Governor to discuss the project and see if and how best to engage the district and other clubs within the county. From there Rachel and I may be asked in another meeting, that includes the committee and the District Governor to answer any questions she may have and help map a plan as CBTS starts to navigate through the process.

From the CBTS Rotary President Geoff Arnold:

"I will share that on a local level, we are very excited and supportive of the Imagination Library. Wrapping our hands around the logistics of implementing and funding across multiple clubs is what we will be working on in the near term.

Thank you again, and we look forward to working to possibly helping to bring this important program to the Monterey County."

If the Administrative Council is amenable I would like to continue to work with the CBTS Rotary on behalf of MOBAC and propose that another Library Director potentially join me in these efforts to ensure redundancy and continued momentum on bringing Imagination Library to Monterey County.

Carmel-by-the-Sea Rotary - Q&As re: Imagination Library

1. What percentage of program costs are used for administering the program?
The costs for the program invoiced from The Dollywood Foundation are for books and mailing.   The Dollywood Foundation provides the infrastructure of the core program including managing a secure centralized book ordering system, coordinating book selections, negotiating wholesale purchasing, and mass printing. The Dollywood Foundation incurs the cost of the program's administrative, overhead expenses and coordinates the monthly book mailing. There county level local program administrative costs if staff are used to administer the program (enrollment and local management of the Book Order System).

2. What costs would the CBTS Rotary Club be directly responsible? If there is cost sharing, who and how is that sharing divided?
CBTS Rotary Club would be directly responsible for the 93921 area, though they could choose to sponsor other zip codes. If there is cost sharing among the rotaries in Monterey County, the rotaries themselves could decide how to divide the costs. Rotaries could cover their zip code only OR Rotaries could divide evenly between the Rotaries. It is really up to the Rotaries (and any other community partners) to come to terms on this and the Dollywood Foundation will help shepherd participating groups through this process.

The easiest way is for all involved parties to determine how much they will donate to the whole county program. This can be based on the number of children in their area that they want to serve. It can be complicated breaking down a monthly invoice, determining how many children have been served in each area, as this is a large administrative task. The program is universal and serves all children, so all support is needed in Monterey County, including areas where fundraising can be harder.

3. What is the training material provided to parents with specific emphasis on pre-K? The books that are sent to the pre-K children (the only age group eligible) have an intro pages "Reading Tips for Sharing Books With Your Child" directed about parents about the importance of reading to your children and how to discuss what you have read.

In addition, there will be marketing materials provided by the Imagination Library for parents and families that explains to them the importance to them of early literacy and how to sign up for the program. These materials can be promoted by libraries, rotaries, pre-schools, school districts (many children have younger siblings or are younger siblings), etc. This is where the connections that libraries have with communities really comes into play.

a) Would like to see a training plan and documentation sent to parents. Ashlee will share a copy of the book sent to her by Imagination Library as an example.

4. Are or can books be exchanged or recycled?
 Books cannot be exchanged. (And, why would someone want to exchange a book?) In terms of recycling they could be donated to other organizations, such as Friends groups, local preschools, goodwill - there are many options for giving books a new life. In addition, part of the point of the program is for kids to be able to build an at home library, always accessible to them (and their siblings!). Eventually, when they age out of those books then it would be appropriate to explore donation options listed prior, though many people like to save books in general from their childhoods that they save and pass down to their kids or grandkids.

5. Does the program itself have a mechanism for book exchange or recycle? No, it does not. Please see prior answer to the prior question regarding book donations.

6. Does or will the library have the staff in place to support the program? Between all of the libraries, yes. At the 5-year mark it is estimated that it would be approximately 20 hours of work per month to administer the program. Libraries would just need to work out whose staff would take this on, or maybe it would rotate annually. Note: The administrative workload can be approx. 20 hours, there is also time continuing to fundraise and promote, if these are areas that need support.

7. How are the other local libraries responding to the concept of bringing the program to the peninsula and surrounding areas? The libraries are very much in favor of bringing the program to the peninsula and surrounding areas and have been searching for the right group(s) to partner with. The Regional Library consortium formally appointed Ashlee Wright to act on its behalf to explore a partnership with Rotary as an option to bring Imagination Library to Monterey County. Libraries are ready and willing to start promoting and championing the program in our communities should this come to fruition.

8. Is there a feel for how much staff/volunteer time would be required to support the program including:
Library
Rotary
Schools
Other?

It is very much dependent on the size of the fundraising task. And with promotions, again it depends on the approach to this and what works in a community. For instance in one community a Facebook post that takes an hour to create and has a great reach might work well in one community, but another community may need a more hands on approach like direct outreach or programs that can be more labor intensive. There are a lot of great ideas and models out there from other Imagination Library communities for successful collaboration and leveraging of resources to aid us in finding a good balance for participating partners.

MOBAC

To: **MOBAC Administrative Council**
From: **Carol Frost**
Subject: **dPlan Update**
Date: **March 15, 2024**

At the December 15, 2023 MOBAC Administrative Council meeting, the Council approved the use of MOBAC reserves to purchase a year-long consortium subscription to dPlan, an online emergency preparedness and response tool for arts and cultural organizations.

In February, PLP surveyed MOBAC members about their interest in participating in this subscription. Five jurisdictions asked to be included:
- Cabrillo Community College
- Harrison Memorial Library
- Monterey County Free Libraries
- Monterey Public Library
- Salinas Public Library

PLP has utilized $1,336.50 of MOBAC reserve funds to purchase a one-year subscription for the participating jurisdictions.

The individual dPlan subscriptions became active on March 1, 2024 and will expire on February 28, 2025. The use of these subscriptions should be reviewed at the December 2024 MOBAC Administrative Council meeting to determine whether to continue this subscription in 2025.

At the December 2023 meeting it was noted that some of the MOBAC directors would reach out to the State Librarian to inquire about the potential of a statewide subscription to this resource. Attached is this letter of inquiry.

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Memorandum

To: Greg Lucas, California State Librarian

From: Ashlee Wright, Library and Community Activities Director, Carmel Public Library on behalf of Monterey Bay Area Cooperative Library System (MOBAC)

Subject: Preparing for the Worst: Ensuring continuing operations of libraries during emergencies through a Statewide subscription to dPlan, an online emergency planning tool for cultural institutions

Date: January 2024

BACKGROUND

During disasters, libraries are an essential part of the critical infrastructure that helps ensure the safety of our communities. Libraries have become de facto cooling/warming centers, Emergency Evacuation Centers, and safe havens during times of crisis. They support first responders by providing and disseminating reliable information during disaster situations. And they safeguard their collections during emergencies, aiming to preserve California's cultural heritage for future generations.

It is essential that libraries have all of the tools and training possible to support this work. In the spring of 2023, the Monterey Bay Area Cooperative Library System (MOBAC), a consortium of 18 members (public, academic and special libraries) in Monterey, San Benito and Santa Cruz counties, formed a working group to study ways that MOBAC libraries could better collaborate on emergency response planning and training.

These ongoing discussions have included ways that libraries could leverage resources to standardize training inter-jurisdictionally for CPR/first aid, active shooter response, calling emergency services, mutual aid, and in particular, developing comprehensive disaster and emergency response plans.

As climate change intensifies, disaster planning becomes increasingly crucial for libraries to ensure sustained operations in emergencies and to protect cultural resources. Developing robust disaster and emergency response plans for libraries becomes not only essential, but also more challenging. As such, prioritizing and enhancing disaster and emergency response plans for libraries will be pivotal in navigating the escalating impacts of climate change, making preparedness more sustainable for the future.

RESPONSE PLANS ARE CRUCIAL

For libraries, disaster and emergency response plans serve a twofold purpose, providing libraries a comprehensive blueprint for:

1. continuing operations under myriad challenging circumstances to provide critical shelter and resources to the community; and
2. protecting and preserving cultural heritage and historic resources.

The State is currently funding the "Ready – Or Not" project that evaluates emergency readiness among organizations responsible for cultural and historical resources. This includes archives, libraries, museums, and tribal nations. Through assessments, it offers recommendations to mitigate risks, take preparedness actions, and create disaster plans.

These recommendations for completing a disaster plan, especially as they relate to special collections, are an incredibly helpful starting point for creating a response plan. However, actually creating (and maintaining) that plan can be challenging and time consuming.

To that end, dPlan is an online emergency preparedness and response tool for arts and cultural organizations. Funded by the Institute of Museum and Library Services and the National Center for Preservation Technology and Training, NEDCC and the Massachusetts Board of Library Commissioners (MBLC) partnered in 2004 to create dPlan, an online template that allowed museums, libraries, archives, and other cultural institutions of all sizes to develop a customized disaster preparedness and response plan.

Regardless of size, scope, or discipline, dPlan is structured to help libraries streamline the disaster planning process. dPlan provides:

- An intuitive interface that is optimized for viewing on a mobile phone
- Guided planning for risk assessment and preparedness actions
- Information for response and recovery in disasters large and small
- Cloud storage for critical files for disaster response and continuity of operations
- Expert resources for preparedness and response
- Printable versions of disaster plan elements for when technology is down
- Three levels of read/write/edit permissions

At its December meeting, MOBAC, as part of continuing local efforts to standardize emergency planning and response between libraries, approved funding for libraries in the consortium who wanted to opt in to using dPlan. Annual subscriptions for individual library/library systems are $59.40. For bulk purchases there is a 10% discount, bringing the cost to $53.46 annually per library. The cost for all of the MOBAC libraries, covering a good section of the Central Coast, is $2,298.78 annually - a reasonable cost for a powerful tool that will help ensure the resilience of MOBAC libraries.

dPLAN FOR ALL LIBRARIES IN CALIFORNIA

As discussed, libraries serve as vital components of critical infrastructure during disasters, providing safety and support to communities. They act as essential centers for shelter, information dissemination, and protection of cultural heritage. As the State continues to invest funds to renovate and modernize libraries so that they are able to continue to meet community needs, and to fund programs like "Ready – Or Not", and CALL academy, funding dPlan is a logical addition to support these initiatives.

dPlan can be readily used in multiple formats (print, cell phone, etc.) therefore adaptable to the multiple disaster situations that libraries work in, which can also be folded into other California disaster management tools like WebEOC.

On behalf of MOBAC, I would like to propose that the State consider funding access to dPlan for all of California's public libraries and public academic libraries. The total annual cost for dPlan all of the public and academic libraries in the State would be $73,079.82.

LIBRARY TYPE	#OF LIBRARIES	TOTAL ANNUAL COST
Public	1,127	$60,249.42
Academic (UC, CSU, Community Colleges)	240	$12,830.40
		$73,079.82

Providing access to dPlan will do the following for libraries and their communities throughout the State:

1. Provide libraries with a critical tool for developing a response plan that will enable libraries to continue operations during myriad challenges and provide critical shelter and resources to the community
2. Provide regular standardized training on how to build and maintain response plans to ensure that libraries are well supported to provide critical resources when needed
3. Standardize emergency planning and response, enabling neighboring libraries to better support each other during localized emergencies
4. Complement efforts being made as part of the "Ready or Not" initiative to protect and preserve cultural heritage and historic resources to help libraries take their planning a step further, as well as the CALL Academy training center

With climate change exacerbating risks, developing resilient disaster plans for libraries is not just vital but increasingly complex. Prioritizing and strengthening these plans for libraries will be crucial in navigating climate impacts and ensuring sustained preparedness for the future and dPlan is an excellent tool that will support this.

MOBAC

To: **MOBAC Administrative Council**
From: **Justin Wasterlain**
Subject: **Committee Program Funding Request**
Date: **March 15, 2024**

To better facilitate online and hybrid MOBAC workshops and meetings, the MOBAC Technology Committee is requesting that two Meeting Owl 3 cameras ($1,048 per unit) be purchased to replace the current outdated, cumbersome, and complicated MOBAC video equipment. The Owl camera/microphone/speaker makes conducting hybrid workshops or meetings very easy and requires very little supporting equipment or expertise. This technology also greatly improves the experience of attending a hybrid meeting online. The MOBAC Technology committee was able to have a successful hybrid workshop this past fall using a borrowed Owl. Having two MOBAC-owned Owls would allow the various workgroups and member libraries to take advantage of this technology and expand our ability to have productive hybrid events.

If the MOBAC Administrative Council purchases these cameras, the MOBAC Technology Committee will provide a workshop to train member libraries on how to use them and best practices for hosting hybrid events.

Recommendation

It is recommended the MOBAC Administrative Council approve the use of up to $2,300 from the MOBAC reserves for the purchase of two Meeting Owl 3 units ($1,048 each) plus taxes and shipping costs.

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Pacific Library Partnership

PLP STRATEGIC PRIORITIES FY 2023/24 – 2025/26

PLP's mission is to empower member libraries through innovation, collaboration, and training and an ongoing commitment to diversity, equity, and inclusion. The purpose of this regional system is to improve the services of its constituent member libraries by maintaining existing California Library Services Act (CLSA) programs, and leading research and development efforts to ensure that libraries are best positioned to respond to demographic, economic, and cultural changes through programs, services, and collective resource building and sharing. PLP's activities support the work of individuals and institutions to create more equitable and just environments.

1. **Staff Training and Professional Development**
   PLP has a tradition of providing member staff training and professional development, placing value on building leadership, supporting collective training opportunities related to diversity, equity, and inclusion, and providing training that is relevant to its membership. This can be accomplished through the following mechanisms:

   a. **Provide meaningful forms of leadership training**. Explore models of leadership training responsive to the interests and needs of members with a focus on building equity in leadership opportunities and activities to promote more diverse representation in higher level positions.

   b. **Support the good work of the long-standing Staff Development Committee.** The Committee plans a fall conference and virtual or in-person workshops and events that address the needs and interests of all levels of staff and respond to the changes in the library profession that help PLP serve its diverse communities.

   c. **Allocate funds to support regional staff development training initiatives**. Recognizing economic differences between jurisdictions, PLP provides access to funds supporting training topics developed by local libraries or regional committees. These topics are relevant to PLP as a whole, and open to all members. This allows PLP to be nimble and support training initiatives driven by its membership's needs, interests, and goals.

   d. **Continue exploring additional professional development opportunities**.

2. **Support Innovation, Technology, and Access**
   Being in the heart of Silicon Valley, our academic and public libraries are well positioned to develop innovative and transformative ideas, ranging from engaging users with novel technology to providing equitable access to critical resources for community members. While keeping in mind the benefits as well as the disparities technology can unintentionally create, PLP will supports this by:

   a. **Annually fund Innovation and Technology Grants**. By continuing to make this a priority, libraries are able to engage in risk-taking to develop new ideas and service models with the seed money provided by the grant.

   b. **Search for new opportunities.** PLP can continue to search for opportunities to share technology and resources among some or all PLP members. This may include best practices for use of technology.

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3. **Seek Grants and Collaborative Opportunities Reflecting Regional Needs of PLP Libraries**
   PLP has a good track record of applying for grants that benefit member libraries which reflect their interests. PLP also facilitates organizational development responsive to demographic, economic, and cultural changes, and works to uplift marginalized communities.

   a. **Seek Opportunities.** Opportunities may include LSTA, CLSA, IMLS and other grants as well as collaborative initiatives.

   b. **Work with the State Library.** PLP will continue as the fiscal and administrative partner for statewide grants, lending its expertise to the greater California community in establishing new initiatives. The three statewide LSTA grants which PLP will support for the next five years include Literacy Initiatives, Networking California Library Services, and Equity Based Data-Driven Decision Making for Community Impact.

4. **Support and Strengthen Individual Libraries Through Connections and Collections**
   PLP's strength is built from the knowledge, expertise, and passion of member libraries and their staff. Communication, collaboration, and connection allow members to share and gather information, address common unmet needs, amplify the voices of library workers of color and other diverse or underrepresented perspectives, and learn from collective experiences that can expand the understanding and capacity of their libraries and themselves. PLP can facilitate these opportunities for learning and sharing by:

   a. **Continue and Expand the PLP Shared Cataloging/Acquisitions of World Language Materials.** Robust world language collections that mirror jurisdictions' users are critical to equitably serving communities. Since 2016, PLP has continuously developed a mechanism for sharing expertise, selection lists, and vendors to increase PLP libraries' capacity to strengthen their world language collections. Approximately half of PLP has been engaged, and the program can be examined for increased benefit.

   b. **Establish Regional or PLP-wide Community of Interest Groups.** PLP, along with the four regions of PLP, can assist in establishing self-directed communities of interest where members have dedicated space to share their knowledge and ideas. Communities will be formed on topics chosen by the PLP membership.

   c. **Encourage and Support Collaborative Working Groups**. Through communication and input from member libraries, PLP can encourage the formation of working groups tasked with exploring or addressing specific region-wide challenges or opportunities. Library director liaisons will provide guidance to working groups and relay information to the Administrative Council and Executive Committee.

   d. **Support Shared eResources.** PLP can support shared eCollections among libraries, including equitable use of CLSA funds in shared subscriptions among smaller libraries.

   e. **Survey Members.** PLP will continue to respond to member suggestions regarding programs and services, and will survey members on a regular basis to ensure programs and services reflect the interests and needs of the PLP community.

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