

NEW HAMPSHIRE LIBRARY TRUSTEES ASSOCIATION

2023 Spring Conference & Annual Meeting
Tuesday, May 9, 2023

First Amendment: Censorship & Advocacy

Public libraries across the country are facing unprecedented challenges in their communities. The ability to choose what one will read or listen to, once considered an inviolate freedom, is being questioned. For public library staff and trustees this environment has required careful review of the laws governing public libraries in New Hampshire, the policies in place in our libraries, and how we will address challenges to materials.

The New Hampshire Library Trustee Association (NHLTA) is pleased to bring some of the leading authorities in the region together to help us consider these issues. The keynote address and concurrent sessions, led by some of the leading members of the library community, will address a variety of topics of particular interest and relevance in this current environment. The roundtable discussions which close out the conference are designed to engage attendees in sharing their questions and ideas with other trustees.

Tuesday, May 9, 9:15–10:00 am

KEYNOTE: The First Amendment: Fighting Censorship through Library Advocacy

Formal and informal challenges to library resources and services are at their highest levels in decades, and the freedom to read continues to be under attack. As library supporters, you have an important role in helping libraries provide access to the information that your communities want and need. In this interactive presentation, you'll learn about the principles of intellectual freedom, hear about the challenges libraries are facing, and find out what you can do to support the First Amendment in your community.

Martin Garnar, PhD is the director of the Amherst College Library and editor of the 10th edition of the *Intellectual Freedom Manual*. His professional activities and speaking schedule reflect a profound inability to say no. A native New Yorker, Martin lives in western Massachusetts with his husband Mark and their impossibly cute miniature dachshunds.



REGISTER ONLINE at www.nhlta.org

Registration deadline: Friday, **April 21, 2023**

\$50 NHLTA members; \$75 non-members.

One submission per person

If you have questions, please contact Ashley Methot at:
nhlibrarytrustees@nhmunicipal.org

Scholarships to attend the Conference are available.

See NHLTA website: www.nhlta.org. Deadline April 14, 2023

NHLTA Spring Conference & Annual Meeting

Tuesday, May 9, 2023
Grappone Conference Center
70 Constitution Ave
Concord, NH

CONFERENCE SCHEDULE

8:00–9:00 am

Registration & Breakfast
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9:00–9:15 am

Welcome & NHLTA Business Meeting

9:15–10 am

Keynote: The First Amendment: Fighting Censorship through Library Advocacy
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10:00–10:15 am

Exhibitor Visits;
Coffee Refresh

10:15–11:30 am

Workshops 1–5

11:45–12:45 pm

Lunch
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1:00–2:15 pm

Workshops 6–10

2:15–3:00 pm

Dessert Social
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3:00–4:00 pm

Roundtables
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10:15–11:30 am

1 RSAs & Hot Legal Topics ♦

This presentation will focus on the fundamentals of RSA chapter 202-A, pertaining to municipal libraries, and incorporate discussion of related statutes, such as RSA chapter 91-A, the Right-to-Know Law. A special emphasis will be placed on hot legal topics that arise with libraries and library trustees.

Natch Greyes *advocates for municipalities before the New Hampshire legislature and state agencies. Before joining NHMA, Natch was a prosecutor in northern Grafton County. Natch received his B.A from Clark University and his J.D. from William & Mary.*

2 Intellectual Freedom and Social Justice: Supporting All of Our Values

As libraries and library workers have grappled with the best ways to support their communities during these tumultuous times, we sometimes find ourselves faced with how to support conflicting priorities. What does it mean to welcome everyone in the library? How do we support free speech when disinformation is on the rise? In this session, participants will learn about the core values of librarianship and discuss how to navigate situations when values are in conflict.

Martin Garnar, PhD. *See Keynote above.*

3 Developing Collections, Preparing for Challenges

This session will cover the importance of creating a collection development policy for your library to prepare for questions and challenges. The speakers will discuss the basic tenets of librarianship that apply to developing collections in libraries of all sizes. They will examine how public libraries tailor policies to their own community's needs and how individual purchasing decisions are made. Finally, they will discuss the role library trustees play in supporting staff when patron concerns about collections arise.

Jen McCormack *has served as the Director of the Nashua Public Library since 2010, and was previously the director at the Tewksbury Public Library. During her time in Nashua Jen has served on the Board of Trustees of the Hunt Building, Nashua's My Brother's Keeper advisory board and most recently joined the Board of Directors of Great American Downtown.*

Melissa Mannon *is currently the Director of the Kingston Community Library and Principal Consultant of ArchivesInfo. She has worked in libraries and related fields for more than 30 years,*

♦ Workshops recommended for new trustees.

holding an MSLS from Simmons College and a CAGS in Educational Leadership from Plymouth State. In her capacity as a librarian and consultant, she has written several collection policies for archives, libraries, and museums and has published articles and books about managing cultural heritage institutions and collections.

4 Small Libraries Unite for Justice

In 2022, several small libraries in the seacoast area joined forces to design a program series on racial and gender justice called "Courageous Community Conversations." It was modeled on a similar series that Goffstown put together, but was adapted given the small size of NH libraries, and the wish to collaborate and build a synergistic program across several towns. In this presentation, the speakers will give an overview of their purpose at the outset, and then get into the practical considerations for other libraries looking to do something similar. They will share their successes and pitfalls in running the series as a multi-library, multi-town effort, and give attendees a clear blueprint to follow to build a series, whether they are a single large library, or a collaboration between multiple smaller ones. The presenters will work in tandem, giving the trustee and the library staff perspectives on what went well, what didn't, and how they plan to change things in future program series.

Sarah Courchesne *serves as a library trustee in East Kingston. The EKPL trustees have pushed for sustainability measures, including roof-mounted solar panels, and new heat pumps to replace propane burning furnaces. Since 2020, they've also been focusing more intensively on matters of equity, inclusion, and justice in the library and the larger community. Inspired by a similar program at the Goffstown Library, the trustees have brought conversations about racial and gender justice to their seacoast community.*

Zoe Sucu *is the Director of the East Kingston Public Library. Hired as an assistant at the age of 16, she has worked at EKPL for more than a decade, growing with the library. After completing her MLIS, she transitioned into her new role and is excited to lead the library in all its future ventures.*

Janice Wiers *is the Director at the Mary E. Bartlett Memorial Library in Brentwood, NH. With the support of her trustees, Janice joined with other local libraries to present Courageous Community Conversations (C3) – a variety of programs around topics that often elicit strong feelings within a community, and has since instituted a program called "Living Room Conversations," which offers interested patrons a chance to have open dialog around many different topics once a month at the library.*

5 Grow Your Library with Successful Grant Writing

Learn how successful grant writing can lead to innovation, help build relationships with stakeholders, and

lead to future growth for your library. Panelists will discuss how to stay organized and make the grant writing and reporting process simple, and offer an overview of current and future grant opportunities available to New Hampshire librarians.

Brittany Overton is a former library director whose work included advocating for library services through outreach and relationship-building with local stakeholders, budget presentations to municipal entities, community engagement, and locally-published op-ed pieces. Currently, she serves as the Adult & Information Services Librarian at the Hooksett Library.

Corinne Chronopoulos has been a public librarian for 11 years and Director of the Peterborough Town Library since 2014. She served on the library's capital campaign cabinet and assisted in their successful mission to raise \$8.5 million for the PTL renovation. Corinne and co-project manager Tina Kriebel, oversaw the construction of the new library from the design phase to completion—on time and on budget. Corinne has her Masters in Library Science from Simmons College.

Tina Kriebel was the Building Committee Chair of the PTL library renovation as well as the campaign committee. Tina chairs the Children and the Arts Festival Committee and coordinates volunteers at The River Center. She has been a library champion her entire life, following in her mom's footsteps, who was a library trustee in Hudson, NH for many years.

Ben Amsden is a Senior Program Officer for New Hampshire Charitable Foundation. He has most recently led the New Hampshire Library Technology Grant, providing funding for technology-related projects in New Hampshire Libraries.

1:00–2:15 pm

6 Rent Not to Own: Solving Copyright, Licensing, & eBook Threats to the Library Mission

Copyright and restrictive eBook licensing are destroying core access, collection development, and preservation activities in libraries, archives, museums, and other cultural institutions. Nearly all the major publishers charge libraries higher licensing fees than the consumer prices for the same material, and place strict limitations on how the licensed content can be shared or loaned. However, states such as Connecticut, Massachusetts, Maryland, New York, and Rhode Island represent a new hopeful front in the eBook licensing problem: state contract and consumer protection laws that protect the library mission to provide open, non-discriminatory, access to works. Join this session for a discussion of these new bills, laws, and litigation and learn how you can help to harness state law to assert the library mission through “reasonable terms,”

recalibrating the very weapon that has been used against libraries for decades: bad licenses.

Kyle Courtney is a lawyer and librarian serving as the Copyright Advisor for Harvard Library. Kyle's award winning “Copyright First Responders” initiative is in its tenth year, and has spread beyond Harvard to reach libraries, archives, museums, and cultural institutions across the U.S. Kyle is a published author and nationally recognized speaker on the topics of copyright, libraries, and the law. Kyle's writing on copyright has appeared in *Politico*, *The Hill*, *Library Journal*, *American Libraries* and other publications. Kyle maintains a fellowship at NYU Law's Engelberg Center on Innovation Law & Policy, is a member of the U.S. Supreme Court Bar, an Advisor to the American Law Institute's project on the Restatement of Copyright, and co-founder and Board Chair of Library Futures. Kyle holds a J.D. with distinction in Intellectual Property Law and an MSLIS from Simmons.

7 Conducting Diversity Audits for Small & Midsize Libraries

This program will describe Howe Library's process for formulating and implementing a diversity audit and what their plans are to use that data to inform acquisitions and library processing in the future. Howe Library is a medium size library and not every library has the resources that it does. This presentation takes into consideration the other things that libraries can do short of a full sample audit, which they conducted.

Mike Morris is a public services librarian at the Howe Library in Hanover, NH. He earned his master's degree in library science from Queens College and has a background in elementary and literacy education. Mike has performed various aspects of library work at Howe Library and is currently focused on collection development.

8 Courageous Conversations: Can We Talk About Race?

There have been acts of discrimination and violence in the Goffstown community and around the state. They demonstrate the need to bring to consciousness previously unexamined attitudes about persons who may not experience full inclusion in our communities, whether that discrimination is stated or implied. Come hear how one community has been working to make their town more welcoming.

Dianne Hathaway is the Director of the Goffstown Public Library where she leads a stellar staff, working to make a difference in the Goffstown community. Dianne is the 2018 recipient of the Ann Geisel Award of Merit and one of the 2022 NHLTA co-Library Directors of the Year. GPL was the 2019 NHLTA Library of the Year.

James McKim is Managing Partner of Organizational Ignition. A consultant, facilitator, speaker, and advisor working with both private sector and public sector entities internationally, he served as

Co-Chair of the Courageous Conversations Committee. In addition to his work with St. Matthews Church, James is also the local NAACP President.

9 How to Work with your Town Government, Boards and Community to Promote DEI and Social Justice

Shrewsbury Library Director Priya Rathnam volunteered to be part of the DEI taskforce set up by the Select Board in her town. When the library was awarded an LSTA Civic Hub grant, a year-long series of lectures, interactive programs, book discussions, and community conversations were held at the library, further fostering dialogue in the community. How can you get the backing of your Foundation and Friends Board to support you in the mission of promoting DEI? Attend this talk to find out what you can do to get your community to back you. She will share tips that all librarians can use—in small or medium-sized libraries.

Priya Rathnam is the Library Director in Shrewsbury, MA. Priya volunteered to be part of the DEI taskforce set up by the Select Board in her town. She also worked with a group of passionate, local advocates of social justice to offer meaningful programs at the library.

10 Every Voice Matters: Strategies for Including Participation of All Trustees at Meetings

This workshop is a nuts-and-bolts presentation that focuses on specific tools for ensuring all trustees have the opportunity to participate in board meetings and decision making. Presenters will discuss and demonstrate several strategies for improving meetings including setting ground rules that allow all trustees to participate in discussions, enhancing good listening skills, and using curious questions to better understand the ideas of others. Presenters will engage participants in discussion and problem solving with specific examples. These tools work for boards of all sizes.

Greg Eaton is a conflict resilience consultant and mediator with PRISM Conflict Solutions. PRISM provides coaching, training, consulting and facilitated conversations for individuals, teams and organizations dealing with conflict. Greg designs and leads trainings for boards and organizations including non-profits, manufacturers, healthcare practices and government agencies. Greg was also a library trustee for more than 20 years.

Melinda Gehris is a conflict resilience consultant and mediator with PRISM Conflict Solutions. PRISM provides coaching, training, consulting and facilitated conversations for individuals, teams and organizations dealing with conflict. Melinda designs and leads trainings for boards and organizations including non-profits, manufacturers, healthcare practices and government agencies. Melinda has been a library trustee for almost 10 years.

3:00–4:00 pm Roundtables

A Intellectual Freedom

This roundtable will be an opportunity for participants to bring their questions and concerns about supporting intellectual freedom and get advice from their colleagues and the facilitator.

Martin Garnar, PhD. See Keynote above.

B Bringing the Library Out to the People

Participants will review and discuss the various options libraries are using to bring library services out to where the people are rather than waiting for them to come to us. While there will be an overview of mobile and outreach services, the discussion will focus on identifying which options suit the attendees and what steps they can take to get additional mobile and outreach services started.

Paula Korstvedt served as the Community Services Coordinator for Worcester Public Library for 10 years; during that time she oversaw first one, then two bookmobiles that went out into the community five days a week.

Rhea Heaven is the Technical Services Librarian at Revere Public Library and is responsible for starting a new bookmobile service for the City of Revere.

C Strategic Planning

This is your opportunity to share with colleagues your questions, concerns or even something that worked well with your strategic planning process. Deb Hoadley will facilitate this discussion and share some of her experiences working with libraries on various aspects of their strategic planning process.

Deb Hoadley is the Director at the Moultonborough Public Library. She currently serves on the NHLA Board as Vice-President and is also a library consultant, specializing in leadership, strategic planning and community engagement.

D Social Media Risks and Rewards: Maximizing the Rewards

Social media is a powerful tool that both large and small libraries can use to extend their reach in their local and wider community. When used effectively, social media outlets can serve not only as an active virtual branch, but also as a viable communication channel. Engaging with library patrons with relevant and timely messaging is the most critical, if not the most challenging, aspect of social media. It comes with the risks

of spontaneous interactions, the unpredictability of audience feedback, the extent and scope of policies and protocols, the variability of metrics, and the overall fluid nature of dialogue and lack of its complete control. Conversely, social media has the potential to create a community of respect, learning, freedom of information and expression, and resource sharing. The goal of this roundtable is to facilitate a discussion on how to maximize the rewards of using social media, and minimize its inherent risks.

Mark Glisson is the Assistant Director and Technology Specialist at the Hooksett Library where, for over 15 years he has been offering weekly tech classes on emerging technologies and providing individual tech support to members of the local community. His passion is to help others connect to the world of information and technology, making it accessible, private, and secure.

E Making The Case For Your Library ♦

Trustees and librarians are invited to participate in this roundtable discussion on advocating for your library. Participants will engage in thoughtful conversation about their ideas for advocacy, what challenges they face in making the case for their library, and will share and learn from others how their strategies can be applied in libraries throughout the state. This roundtable will allow for both big picture and examples of specific practices related to advocacy to be shared.

Brittany Overton. See *Grow Your Library* above.

Christine Friese is the Director of the Portsmouth Public Library. She is the current chair of New Hampshire Library Asso-

ciation's Advocacy and Legislative Committee, for which she works directly with NHLA's Lobbyist and coordinates communication among librarians and trustees in New Hampshire about current proposed legislation affecting libraries. Christine has also taught *Turning the Page* advocacy training in Vermont.

F Discussion for Newly Elected and Appointed Trustees ♦

Using the packet of materials provided by NHLTA for all trustees, this session will be a free-flowing discussion of questions and answers after a brief introduction of the what the packet contains. This is not intended to replace the more extensive trustee orientation which is scheduled for July 17.

Marcia McLaughlin has been a trustee at the Weeks Public Library in Greenland, NH, for eight years, serving as the chair for five. Marcia is currently the President of the NHLTA Board of Directors and a member of the committee which revised the *Trustee Manual* in 2021.

G Reconsideration and Collection Development Policies before you have a challenge

Facilitate discussion around and the sharing of pertinent library policies related to challenges of materials and programs.

Denise van Zanten is the Director of the Manchester City Library and has served as an officer of the New England Library Association, the New Hampshire Library Association and GMILCS Inc. Denise has been a liaison to NHLTA and has served on various city task forces.

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