

NHLTA Library Trustee

The Newsletter of the New Hampshire Library Trustees Association

www.NHLTA.org

Refresh & Refocus

2018 Spring Conference & Annual Meeting

No matter how much we love what we do, we all need to take time to recharge our batteries, to get unstuck, to “**Refresh and Refocus.**” NHLTA is pleased to celebrate its 71st year with an Annual Conference packed with timely information presented by experts, and to provide a day full of networking opportunities that will stimulate, engage and help make you a better advocate for your library. (Be sure to read the Letter from the President on p. 2 for tips on how to get the most from the conference.)

The keynote address – **21st Century Library Services and Transformation**, is an appropriate way to start this year’s conference. This is a time of reinvention for public libraries. We have all heard discussions of transformation, rapid change and even crisis. The challenges we face provide an opportunity to refocus on what it really means to be a thriving public library in the 21st Century. Join us as Kimberly Bolan, a library evolutionist and the president of Kimberly Bolan and Associates (KBA), explores this timely topic.

An experienced librarian, author, and speaker, Kimberly has worked in libraries for more than 30 years. She has consulted with hundreds of libraries in the United States and abroad and is a recognized *Library Journal* “Mover & Shaker.” KBA is about helping libraries survive and thrive

in times of constant change. Kim and her associates are committed to working collaboratively with libraries and their communities to rethink library services, facilities, and operations. KBA’s goal is to keep libraries growing and succeeding through excellent service and design that



Kimberly Bolan

Kim and her associates are committed to working collaboratively with libraries and their communities to rethink library services, facilities, and operations.

exceeds expectations. More information, and Kim’s blog, can be found on her company’s website <http://www.rethinking-libraries.org>.

Kimberly will also present **Strategic Planning: A New Approach** during the second Morning Session. She will discuss new approaches in planning to create a collaborative, relevant, actionable, and dynamic strategic plan, customized to meet your organization’s needs while also addressing the shifting landscape facing today’s public libraries.

After the keynote speech, attendees will attend their choice of 15 workshops starting at 9:50 am, with a break for lunch at 12:15. New trustees take note: In each session there are classes specifically recommended for you – **Orientation Highlights, How to Run an Effective Meeting, Strategic Planning: A New Approach, Getting to Know the Library RSAs, Friends & Friends of Friends and Right-To-Know Law Update.**

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Spring 2018

The Spring newsletter always highlights our upcoming Annual Conference, set for May 14 in Manchester this year. I encourage you to read the related article profiling this year's great workshops and impressive speakers. We mailed the conference brochures in late February, and the program information and online registration can be found on the NHLTA website.

While the conference is always chock full of useful information, how can you get the most out of this educational event? Here are a few tips:

- Send multiple people from your board, and include your library director, too. Then, split up to attend as many of the concurrent workshops as you can. At your next couple of board meetings, have trustees report on the workshops they attended, sharing what they learned that is most pertinent for your own library.
- When you hear other trustees share their ideas and concerns in a workshop, and you want to “pick their brains” further, buttonhole them after the session and get their contact information. I have always found other trustees to be generous with their time and very helpful resources. You may learn more in a leisurely conversation after the conference than in the few minutes between sessions.
- Yes, you enjoy the folks you probably drove with to the conference, but consider splitting up

at lunch so that you can meet people from other libraries. Networking not only brings you new ideas, but allows you to share your own experiences and successes.

- If you heard something that you want to research further (“Do we really have to do what that lawyer advised?!”), jot it down. Then you can post a follow-up question on the NHLTA LISTSERV® or contact an NHLTA Board member for further information. Many presenters welcome post-conference communications from attendees as well. If they share their email address in their slide presentation, it generally means you can contact them.
- De-brief as a group on the way home. Sharing what you heard when it's still fresh in your mind is a great way to retain the information.
- Don't forget to stop by the exhibit tables and pick up any materials the companies may have, along with whatever nice mementoes they may be sharing. Often you can get some free consultation at the conference on issues you are facing at home.

The Annual Conference is a perfect opportunity to “Refresh and Refocus.” I look forward to seeing you there!



Susan Gaudiello,
NHLTA President
s.gaudiello@nhlta.org



Susan Gaudiello
NHLTA President

A New Year . . . A New Look

The theme of this year's Spring Conference is “Refresh & Refocus”. We've taken this to heart and working with designer Jill Shaffer Hammond, we have refreshed the look of *NH Library Trustee*. Our goal was to make it easier to find the information you're looking for, whether you skim the headlines or settle in

to read it cover to cover. We hope you like it!

As always, we want to hear from you – comments, suggestions and especially your library news. Send your announcements; photos from events and programs; your successes, plans and goals to the Editor, Katrinka Pellicchia at k.pellicchia@nhlta.org. Thank you!

Interlibrary Loan System Failure Tying up Librarians' Time

As most of you know, the interlibrary loan system has been down since the beginning of last December when both the ILL server's hard drives failed. More details about the failure can be found on the New Hampshire Automated Information System's NHAIS Notes at nhais.blogspot.com.

The following has been excerpted from an article by Caitlin Andrews that appeared in the Concord Monitor on January 24, reprinted by permission.

It's not uncommon for the Concord Public Library to process more than a dozen interlibrary loan requests a day.

But starting late last year, processing requests to borrow material from other libraries has been significantly more time-consuming, and as of last week, about 150 requests were unfulfilled, library director Todd Fabian said. That's because a component of the state's interlibrary loan system – a vast information highway that allows the state's 234 public libraries, as well as several university and public school libraries, to loan resources to one another – has been down.

Michael York, the state librarian at the New Hampshire State Library, said an effort to patch the system has been ongoing. But the system is old, from about 2002. The only way to really fix the problem, York said, is for a new system to be installed.

"There's good reason for people to be upset," he said. "They have to do the work that the system we purchased is supposed to do. ... We're working as hard as we can to get this up and running. We understand that people are stretched."

The problem is with the statewide catalog called the New Hampshire Union Public Access Catalog, York said. When the system is working perfectly, librarians can access the catalog and make a request for a book, video, or other library resource. The server then determines which libraries have the requested material and instantaneously sends out a request to those institutions.

Libraries are able to prepare those requests before the state's courier service

picks the books up and brings them to their requested locations. The state operates this service five days a week, has 21 routes and facilitates the borrowing of hundreds of thousands of books a year. The whole process can take just a few days, but the part of the server that generates the request is down. For the past month, libraries have had to make manual requests, a process that involves checking the online catalog, making contact with a library by phone or email and hoping the item is available. Sometimes, requests are sent to the entire public library LISTSERV®, whether a library has an item or not. The system breakdown has led to hours of extra work, York said.

For members of the Greater Manchester Integrated Library Cooperative System, a nonprofit consortium that incorporates 11 libraries in southern New Hampshire, the situation isn't as challenging.

Emil Weiss, the head reference librarian at the Bedford Public Library, which is part of the consortium, said libraries are still getting requests from outside institutions that take additional time to process. But the consortium's own server, separate from the state's, has not been impacted by the system break.

Others are feeling the strain. "It has definitely put a burden on everything we're trying to do," said Denise Getts, the emerging technologies specialist for the Tucker Free Library in Henniker. "I would say we're spending many hours each day trying to keep up with ILL requests." She added: "We've had

so many emails, I can't even think anymore."

Amy Bain, interlibrary loan coordinator for the Baker Free Library in Bow, said the library makes about 2,300 requests a year, and fills about 1,200. The system being down, she said, means "almost all my working hours are used to fulfill interlibrary loan requests."

York wrote in an email to the state's librarians that several people have suggested that state legislators have failed to support the State Library in its efforts to replace the integrated library system, which operates interlibrary loans. That's not true, he said – the Legislature appropriated \$500,000 last year to replace the system, and the state is in the

For the past month, libraries have had to make manual requests, a process that involves checking the online catalog, making contact with a library by phone or email and hoping the item is available.

early stages of researching which system they want to purchase and developing bids. But that will take time, he said, as any bids have to be approved by the Executive Council and the governor.

"If people feel compelled to contact their legislators, it should be to thank them for providing the funds necessary to purchase a new statewide system," he wrote. "The Legislature has done what we asked them to do; please do not accuse them of lack of support; they are supporting us in this effort."

There's one bright spot to the whole situation, said Dunbarton Public Library Director Mary Girard. A one-woman band, Girard admitted she feels some strain from the system being down. "It's been a pleasure to talk to people in person," she said. "And we like to share – we're happy to send things along." 

New Board Member: Bert Saul



Bert Saul

The NHLTA Board of Directors is pleased to welcome Bert to the board. Bert was appointed to the board at the March meeting; he will be up for election at the Annual Meeting in May.

Currently an alternate trustee with the Holderness Free Library, Bert served as co-chair of the search committee for that library's new director.

After graduating from Williams College with a degree in astrophysics, teaching high school mathematics and working in the software industry, Bert decided to shift his career direction to libraries – “it was a great way to combine my interests in teaching, coaching and technology.” While earning his MLS in Library Science from Simmons, Bert worked as Special Projects Cataloguer/Cataloging Assistant at the Social Law Library and Assistant Librarian at Concord Academy before becoming the Corporate Library Manager at Simpson Gumpertz & Heger Inc., a national engineering firm. During his 12+ years with the firm, Bert provided on-going education to all employees about intellectual property issues such as copyright compliance,

developed and promoted appropriate knowledge-sharing programs and acquired and maintained an appropriate mix of print and electronic resource to support practice areas.

Bert's ties to New Hampshire go back many years – he taught tennis at the Mt. Washington Hotel and in Waterville Valley in the 1970s; in 2017, Bert and his wife Mary Anne became full-time residents of Holderness. Before joining the Holderness board of trustees last September, Bert served on the Executive Board of the Massachusetts Library System for three years, and also on its Strategic Planning Committee.

Bert states that his “experience with the Massachusetts Library System helped me gain a better understanding of the challenges being faced by public libraries in a wide variety of communities. I hope this experience will allow me to contribute to the development of NHLTA programs that help and support libraries from the smallest rural library in the North Country with just one staff member to city libraries with multiple staff members and departments.”

With his many years of experience in Quality Assurance and Software Management, and as a teacher and coach, we feel confident that Bert will prove to be a great addition to the NHLTA board. 

NHLTA Regional Spring Meetings

In addition to the recent meetings at the Pillsbury Free Library in Warner and Rodgers Memorial Library in Hudson, there are meetings this April at the Epsom Public Library, the Kingston Community Library and the Holderness Public Library. Trustees, alternates, and directors from any town are welcome. The purpose of these sessions is to foster networking among trustees on topics of common concern. Topics of discussion may include strategic planning, creating and updating library policies, conducting the library director evaluation, technology developments, fundraising for big projects and recruiting new trustees. For more information, visit the [NHLTA website](#). Plan to attend a meeting (or two) near you. Coffee, tea

and light refreshments will be served. Please let us know you are coming, at least a bit in advance so we can plan seating and refreshments. Two sessions in the North Country are being planned for later this year.

April 10 • 6:30 pm

Epsom Public Library

1606 Dover Rd. (Route 4), Epsom

RSVP to Susan Gaudiello, s.gaudiello@nhlta.org

April 11 • 5:30 pm

Kingston Community Library

2 Library Lane, Kingston

RSVP to Susan Gaudiello, s.gaudiello@nhlta.org

April 21 • 10:00 am

Holderness Library

866 US Route 3, Holderness

RSVP to Carol Snelling, c.snelling@nhlta.org 

Refresh & Refocus *continued from page 1*

NHLTA is pleased to welcome back last year's keynote speaker George Needham as a presenter. George will talk about **The Hopeful Workplace** and how trustees can make a difference by encouraging a workplace that inspires rather than intimidates; that encourages rather than deflates; that favors reaching out rather than hunkering down. During the afternoon session, he will discuss what is new with libraries around the country – **I Didn't Know Libraries Do That!** George is the director of the Delaware County District Library in suburban Columbus, Ohio. Over his 40+ year career, George has done practically every job libraries offer, from shelving to technology to association executive to director. His one brush with non-library fame was as a two-time "Jeopardy!" champion.

Several workshops will cover legal issues: in addition to Attorney Margaret Byrnes' **Getting to Know the Library RSAs**, Cordell Johnston will provide a brief overview of New Hampshire's **Right-to-Know Law**, followed by a discussion of the latest changes and interpretations.

Fundraising is always a challenge for trustees – in **Fundraising 411** Mindy Atwood will discuss the Abbott Library Foundation's journey to raising \$1.325 million for their new building; in **Understanding Library Friends and Foundations**, Terry Knowles will explore the differences between Friends organizations and foundations and how to determine which entity a library should consider when seeking outside donations.

Now that you've raised your money for that new building or addition, what's next? Patricia Sherman, founder of Warrenstreet Architects; Ron Lamarre, Lavallee Brensinger Architects; and Jason LaCombe, SMP Architecture will discuss *WHY* you need an architect, *WHEN* you need an architect, and *HOW* you go about finding the right architect in **The Care and Feeding of Your Architect: Why, When, How**. This program will explore the responsibilities of the architect and the architectural process as well as the preparation work a library needs to do before hiring an architect. Some of the projects these firms have worked on include the Dunbar Free Library in Grantham, the Hall Memorial Library in Northfield, the Langdon Library in Newington, the Wadleigh Memorial Library in Milford, as well as the public libraries in Durham, Kingston and Atkinson.

Rounding out this very full day are workshops on finances, **Managing the Money** and **Marketing Your Library Brand**. In **Creating Smart Spaces for Active Learning**, Library Directors Lynn Piotrowicz and Pat Fickett will share their experiences as participants in the "Small Libraries Create Smart Spaces" program.

Conference brochures were mailed out in late February; as always, we recommend you register online at NHLTA.org. 

PARKING

A parking garage is located adjacent to The Manchester Downtown Hotel. **With ticket validation**, parking fees are \$6 per vehicle. Attendees staying overnight at the hotel may park overnight for \$12 per vehicle. To validate your parking ticket, you **MUST** bring your parking ticket with you into the hotel to be validated at the Conference Registration Area located in the Assembly Area.

Refresh & Refocus

2018 Spring Conference & Annual Meeting

May 14, 2018

The Manchester Downtown Hotel
(Formerly Radisson Hotel Manchester Downtown)
700 Elm Street, Manchester, NH 03101

Morning Session I: 9:50 – 10:50

- ORIENTATION HIGHLIGHTS
- HOW TO RUN AN EFFECTIVE MEETING
- FUNDRAISING 411
- CREATING SMART SPACES FOR ACTIVE LEARNING
- COMMUNITY FACILITIES LOAN AND GRANT PROGRAM

Morning Session II: 11:00 – 12:15

- STRATEGIC PLANNING: A New Approach
- THE HOPEFUL WORKPLACE
- GETTING TO KNOW THE LIBRARY RSAs
- MARKETING YOUR LIBRARY BRAND
- UNDERSTANDING LIBRARY FRIENDS AND FOUNDATIONS

Afternoon Session: 1:45 – 3:00

- FRIENDS & FRIENDS OF FRIENDS: Building Strong Relationships
- THE CARE AND FEEDING OF YOUR ARCHITECT: Why, When, How
- I DIDN'T KNOW LIBRARIES DO THAT!
- MANAGING THE MONEY
- RIGHT-TO-KNOW LAW UPDATE

PREMIER CONFERENCE SPONSOR



Library Funding Under Attack . . . Again

“Without IMLS funding for museums and libraries, it would be more difficult for many people to gain access to the internet, continue their education, learn critical research skills, and find employment.”

As it did in 2018, the Trump administration’s budget proposal for 2019 calls for eliminating the Institute for Museum and Library Services (IMLS) and hundreds of millions of dollars dedicated to America’s libraries through the Library Services and Technology Act (LSTA).

IMLS Director Kathryn K. Walker said her agency is the primary source of federal funding for museums and libraries. “Without IMLS funding for museums and libraries, it would be more difficult for many people to gain access to the internet, continue their education, learn critical research skills, and find employment.”

From a statement made by American Library Association President Jim Neal:

“The administration’s FY2019 budget is out of touch with the real needs of Americans and the priorities of leaders in Congress who

represent them. The president miscalculates the value of more than 120,000 libraries across America, just as he did in his FY2018 budget proposal.

“This administration’s new budget also decreases resources for children. Cutting federal support for programs like Innovative Approaches to Literacy comes at the cost of early literacy and improved student achievement, especially in the most underserved areas of our nation.

“Withholding federal support for libraries means withholding services that foster achievement, develop the workforce and contribute to local economies. ALA members will continue to highlight the value of libraries to our elected leaders in every U.S. congressional district. And we are confident that our congressional leaders will continue to protect the federal programs that invest in our communities.”

John Chrastka, Executive Director of EveryLibrary, posted this response on their website:

“As a signal of the President’s priorities, the budget is alarming in its widespread neglect to provision federal resources to institutions which are proven to drive economic growth and provide critical services to individuals and communities across the U.S.

“If the Institute of Museum and Library Services is closed as planned, state libraries around the country will lose critical funding for services supporting the blind and visually impaired, 24/7 homework help for students, and vital programs for veterans and their families. Voting Americans need to respond with urgency in order to build Congressional support and protect these devastating cuts from moving forward.”

The good news is that Congress rejected the Trump administration’s funding cuts last year, and we hope this will happen again. For more information and updates, visit the American Library Association at ala.org. EveryLibrary at everylibrary.org and the Library Journal website at libraryjournal.com.

NH Library is a Finalist for the National Medal for Museum and Library Service

On March 5, The Institute of Museum and Library Services announced 29 finalists for the 2018 National Medal for Museum and Library Service and the Wiggin Memorial Library in Stratham is on the list! The National Medal is the nation’s highest honor given to museums and libraries for community service. Over the past 24 years, the award has celebrated 182 institutions that demonstrated extraordinary and innovative approaches to public service.

“The 29 National Medal finalists showcase the tremendous ability of libraries and museums to serve as vital community resources,” said IMLS Director Dr. Kathryn K.

Matthew. “The Institute of Museum and Library Services is honored to recognize these leading institutions. We congratulate them on the work they are doing across the United States.”

National Medal winners will be announced later this spring. Representatives from winning institutions will receive their medals at a ceremony on May 24 in Washington, D.C. 



NHLTA WORKSHOP

Library Trustee Orientation & Personnel Management

Saturday, April 28, 2018

10 am – 2 pm

Hooksett Public Library

31 Mount Saint Mary's Way, Hooksett

Directions: <https://hooksetlibrary.org/node/3946>

This comprehensive overview of trusteeship will provide you with the tools and information you need to be an effective library leader. The workshop will cover the following topics, and there will be time available to answer questions.

- NH Laws Relative to Public Libraries
- Library Trustees – A Job Description
- Establishing Policies for the Library
- Budgets – The Process from Adoption to Management
- Trustees as Employers
- Trustee Meetings and the Right to Know Law
- The Trustee as Library Advocate

The workshop presentation slides and handout are available on the NHLTA website. This workshop is FREE and mid-morning refreshments will be provided. Please bring your own bag lunch.

If you are unable to attend this Saturday workshop, please note that there will also be an orientation workshop at the upcoming **NHLTA Spring Conference on May 14**, as well as other workshops specifically recommended for new trustees.

Deadline to register is **Friday, April 20. ONLINE REGISTRATION** only.

McKay Scholarships Available

Scholarships are available from our Mildred P. McKay Scholarship Fund. Scholarships are awarded for graduate courses, certificate course, conferences (including the NHLTA Annual Spring Conference) and workshops.

Criteria for eligibility and an application form can be found on our website www.NHLTA.org. Previous McKay

Scholarship recipients are welcome to apply for another scholarship.

Join the NHLTA LISTSERV®

Have a question for other trustees? Want to share a success? Want to get the latest NH library news delivered to your inbox? Subscribe to the email list just for NH Trustees on the NHLTA website www.NHLTA.org.

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POSTMASTER:

Address Correction Requested



Preventing Sexual Harassment in the Workplace

By Margaret L. Byrnes,
Attorney at Law,
NH Municipal
Association (NHMA)

We have all been hearing a lot about sexual harassment lately. What obligation do library trustees have to prevent sexual harassment in the workplace?

Although the news has been dominated by conversations about sexual harassment, harassment is part of a bigger picture: discrimination in the workplace. Understanding what constitutes discrimination is the first step to preventing it, both to protect employees and to avoid liability.

The inquiry starts with determining whether the employee is a member of a “protected class.” New Hampshire law has more protected classes than federal law, under RSA 354-A:7: Age; sex, including gender and pregnancy; sexual orientation; race; color; national origin; marital status; physical or mental disability; and religion. If the employee is a member of a protected class, then the question becomes whether the employee has suffered discrimination because of membership to one or more of these protected classes.

Many of us think of discrimination as occurring only when tangible adverse employment action is taken, such as a demotion, termination, or refusal to hire someone. However, harassment is also a type of discrimination when it is based on a person’s protected class status.

Harassment occurs through derogatory, abusive, insulting, or offensive conduct relating to, or because of, a person’s membership in a protected class, when the harassment unreasonably interferes with a person’s work performance or creates intimidation or a hostile or offensive working environment. The conduct must be unwelcome, and can be in the form of jokes, gestures, unwanted physical contact, or even the sharing of offensive messages or images. Severity and frequency of the conduct are taken into account when determining whether the conduct rises to the level of “harassment.” Harassment can occur between co-workers or between supervisors and subordinates. When an employer becomes aware of harassment, the employer has a responsibility to investigate and take effective action to stop harassing conduct that has occurred or is occurring.

The matter is made more complicated by the fact that not everyone has the same concept of “offensive,” and a “nice” compliment to one person might be an offensive or unwanted comment to another. Therefore, it is good practice both for library trustees and library employees to undergo sexual harassment trainings. Trustees, in consultation with their library directors, should also review their sexual harassment policies – or create one, if one does not already exist – to inform employees what harassment is and that engaging in such behavior has serious consequences. For more information, visit the New Hampshire Commission for Human Rights website at <https://www.nh.gov/hrc/>. 

It is good practice both for library trustees and library employees to undergo sexual harassment trainings.

NHLTA Awards Deadline: July 31, 2018

Honor those special people who have contributed to the excellence of New Hampshire libraries.

- Library of the Year
- Lillian Edelman Trustee of the Year
- Library Director of the Year
- Dorothy M. Little Award
- Sue Palmatier Award for Outstanding Support from a Friends of the Library Group
- Special Service Contribution Award

Award criteria and more information can be found on the website www.NHLTA.org





For New Trustees (and All Trustees) Education is a Must!

As you begin your term, we cannot over-emphasize the importance of being properly prepared to assume your duties. Becoming educated about your library can range from an informal session with the chair of the board and the library director to a full meeting with the entire board. This can include a complete tour of the library, an explanation of its services and an introduction to the staff. As it is essential that all new trustees be made to feel knowledgeable, we strongly recommend that each trustee have a notebook which includes the following information:

- The board of trustees' by-laws
- NH Library Trustees Manual
- List of library staff, positions, job descriptions, dates of hire
- Library mission statement
- Library's policies and procedures; approved annual holidays
- Board-approved budget for current year
- Annual report and current library statistics
- Copy of director's performance review
- NH state laws pertaining to libraries (RSAs)

The second way new trustees can become properly prepared to assume their library duties is to participate in the education programs, orientations and workshops sponsored by the

NHLTA. Details on the Trustee Orientation Workshop scheduled for April 28 are on page 7 of this newsletter. The Annual Conference on May 14 provides an opportunity for all trustees to brush up on a variety of library topics and network with colleagues from around the state; several of the workshops are specifically aimed at new trustees. Board chairs should encourage new trustees (and seasoned trustees as well) to take advantage of these continuing education opportunities to enhance their skills and knowledge.

Essential Responsibilities of the Trustee

- Recruit, appoint, supervise and review performance of the library director.
- Establish, review and revise all policies.
- Enforce all local, state and federal laws that pertain to the library, library employees and the accessibility of materials to the public.
- Prepare the annual budget in consultation with the director and defend the budget to the municipal budgetary authority.
- Learn local, state and federal laws pertaining to the governance of a public library.
- Advocate for the library and library service in the community, state and nation.
- Participate in state and national library organizations. 

Libraries Lead
National Library Week
April 8-14

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MISSION The NHLTA assists Trustees to be knowledgeable and effective in order to serve, improve and promote New Hampshire Public Libraries.

Net Neutrality: An Intellectual Freedom Issue

On Dec. 14, 2017, the Federal Communications Commission voted to repeal Net Neutrality; the repeal is to take effect on April 23, 2018. At the 2018 ALA Midwinter Meeting, ALA Council adopted the statement “Net Neutrality: An Intellectual Freedom Issue.” Written by the ALA Intellectual Freedom Committee, the document affirms that Net Neutrality is essential to the promotion and practice of intellectual freedom and the free exercise of democracy. The document makes clear connections between Net Neutrality and libraries, democracy, intellectual freedom, and equitable access. Excerpts from the statement appear below; the full statement can be read at www.ala.org/advocacy/intfreedom/netneutrality. The entire NH Congressional delegation opposes the repeal of net neutrality; Senators Shaheen and Hassan took lead roles in opposing the vote to repeal. Individual statements can be found on all the representatives’ websites.

The American Library Association (ALA) affirms that Net Neutrality is essential to the promotion and practice of intellectual freedom and the free exercise of democracy.

Definition

Net Neutrality is the principle that Internet Service Providers (ISPs) should enable access to all content and applications regardless of the source, and without favoring or blocking particular products or websites. Under this principle, ISPs should not “throttle” (restrict, impair, or degrade) network speed or traffic on the basis of content, applications, services, or mobile devices. Such interference with internet traffic, favoring some sources and limiting others, impedes the free flow of information and profoundly disrupts both the right of individuals to participate in public discourse, and the full functioning of a library.

Libraries, the Library Bill of Rights, and the Internet

In the Library Bill of Rights, ALA affirms that all libraries are forums for information and ideas. Today most libraries provide internet access, and for many individuals and communities, this is their sole point of access to the internet. Libraries’ provision of internet access opens doors to many important aspects of our culture, including news, social media, job opportunities, entertainment, and civic dialogue and participation. The internet has become not only a source of

information, but also a vital platform for self-expression, learning, communication, and political participation. Net Neutrality is a precondition of the open information infrastructure upon which libraries depend, in which all services are accessible on an equitable basis.

Net Neutrality, Intellectual Freedom, and Censorship

In the 21st century, much of the speech in our society and the publications of the press are transmitted via the internet. Net Neutrality ensures that the transmission of all “digital speech” is treated equally, regardless of origin, content, or purpose. Eliminating Net Neutrality would abridge equality of access for those who want to express their ideas and those who choose to receive that information.

Net Neutrality guarantees the right to distribute and receive ideas without limitation or discrimination via the internet. Without the protection of Net Neutrality, tiered access limits diversity and blocks ideas and opinions. Additionally, it creates an internet in which only the companies that can afford to pay more for prioritized access can get their content through to consumers. Allowing ISPs to determine which speech receives priority access and which speech can be delayed, or even blocked, based on commercial and financial interests impairs intellectual freedom. This leads inevitably to censorship of voices without economic or political power.

Article III of the Library Bill of Rights states, “Libraries should challenge censorship in the fulfillment of their responsibility to provide information and enlightenment.” Favoring some sources of information over others effectively suppresses certain viewpoints and activities, such as local news outlets or participation in small social media platforms. Libraries and library users must have access to networks in which all content is treated equitably.

Equitable Access to Ideas and Information

Net Neutrality aligns with ALA’s core value of access to information. Article I of the Library

Favoring some sources of information over others effectively suppresses certain viewpoints and activities . . . Libraries and library users must have access to networks in which all content is treated equitably.

Bill of Rights states, “Materials should not be excluded because of the origin, background, or views of those contributing to their creation.” If internet services are limited because of their source (as in a competing news agency, application, or entertainment company), or others are favored because of special payments to ISPs, access to the full range of ideas of our society will be compromised. Net Neutrality is the only condition under which equitable access to information can be guaranteed for libraries and all users.

Article IV of the Library Bill of Rights states, “Libraries should cooperate with all persons and groups concerned with resisting abridgment of free expression and free access to ideas.” Many organizations traditionally responsible for delivering access to vital news and civic engagement support Net Neutrality, among them news

organizations, journalists, civil liberty groups, and museums. Moreover, hundreds of librarians, in separate filings with the Federal Communications Commission, have expressed their strong defense of the principles of Net Neutrality.

Article V of the Library Bill of Rights states, “A person’s right to use a library should not be denied or abridged because of origin, age, background, or views.” Libraries bridge the digital divide, providing the opportunity for even the most disenfranchised people to seek an education, search for jobs, research important issues, and express their views. Net Neutrality ensures that all ISP users, including library users, have access to the broadest possible content, rather than pre-selected, favored content and services that vary according to the location or economic profile of a community. 

There are many forms of censorship. Tilting the playing field toward a few players is one of them.

—James LaRue,
Office for Intellectual
Freedom Director

NHLTA Circulating Video Collection

Can’t get to the Annual Conference? Want a refresher to help you refocus? These videos that were recorded at previous NHLTA Conference sessions are available for circulation from the Manchester City Library.

HELP!

Does your library need help? Are your trustees tired? Do you need a bigger budget or building? Are you exhausted by trying to “defend” the library? Learn the steps toward a successful library campaign and how to effectively build relationships with local government to collaborate for a better library, and a better town! Melissa Prefontaine, trustee from Langdon Library in Newington, explains it all in **How to Fight for the Library (and not with the town): Collaborating with Town Officials**.

FIRM FOUNDATION

Explore the advantages – and disadvantages – of forming a foundation. What it is and what it is not, how a foundation can be used, understanding applicable RSAs and whether a Friends group is a better choice. Terry Knowles, Assistant Director of Charitable Trusts at the NH Department of Justice and a recognized author-

ity on charitable trusts and foundations, offers expert advice in **Firm Foundation: When a Library Needs One**.

BE A BFF

The ideal local public library serves the community well – led by trustees, run by staff and supported by Friends. These three groups have the same general goal, but fine-tuning the working relationships can be “interesting.” In this video, Tom Ladd, well known NH Librarian, Consultant and Trainer, guides and explores the ways to make a Friends group work in **Making Friends with Friends**.

WARRANT ARTICLE BASICS

Learn how to make your library more visible to the community and to communicate more effectively about its value. Data-driven insights into voter attitudes are explored in a practical discussion about ways to market and advocate for your warrant article. In **Planning a Warrant Article: Advance Planning for Effective Advocacy**, John Chrastka, Founder and Executive Director of EveryLibrary and president of the Board of Trustees for the Berwyn, IL Public Library will lead you along the path to success. 

CIRCULATION INSTRUCTIONS

1. Make your request to the Manchester City Library using inter-library loan; reference NHLTA Videos plus the Video Title using this email address: mcill@manchesternh.gov or through NHU-PAC.
2. If you are a Greater Manchester InterLibrary Cooperative System Library cardholder, you can borrow the video directly from the Manchester City Library or request one and have it sent to your GMILCS Library.



New Hampshire Library
Trustees Association
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2018 CALENDAR

April 3	6:30 p.m.	Regional Trustee Meeting Rogers Memorial Library, 194 Derry Rd., Hudson
April 4	10:00 a.m.	NHLTA Board of Directors Meeting NHMA Building, 25 Triangle Park Drive, Concord
April 10	6:30 p.m.	Regional Trustee Meeting Epsom Public Library, 1606 Dover Rd. (Route 4), Epsom
April 11	5:30 p.m.	Regional Trustee Meeting Kingston Community Library, 2 Library Lane, Kingston
April 21	10:00 a.m.	Regional Trustee Meeting Holderness Public Library, 866 US Rt. 3, Holderness
April 28	10:00 a.m.	NHLTA Trustee Orientation Workshop Hooksett Public Library, 31 Mount Saint Mary's Way, Hooksett
May 2	10:00 a.m.	NHLTA Board of Directors Meeting NHMA Building, 25 Triangle Park Drive, Concord
May 14	9:00 a.m.	NHLTA Spring Conference & Annual Meeting Registration and breakfast opens at 8:00 am Manchester Downtown Hotel, 700 Elm Street, Manchester
June 6	10:00 a.m.	NHLTA Board of Directors Meeting NHMA Building, 25 Triangle Park Drive, Concord