**Library Volunteer Manager Peers - Notes**

**12-9-20 1:30 EST**

**Host: Wendy Johnson, Indianapolis Public Library**

[**wjohnson@indypl.org**](mailto:wjohnson@indypl.org)

Hello, Friends!

It’s December! It’s time for the year-end wrap-up tasks. I appreciate Carla reminding us that even if we aren’t asked to summarize volunteer impact, we should do it anyway and share the results. Plus, this is the time to sort out what we’ll track for the upcoming year and put into place the mechanisms needed. I’m up for the challenge. Are you?

Congratulations Alanna! Alanna will be presenting at Bibliocommons Spring 2021 for the Teen Book Review Squad model created during the pandemic (see notes below for details). Alanna, if you want to practice with a live (and kind) audience let me know.

As always, take care!

Wendy

**Holiday Schedule:**

* + Yes, we’ll gather on Dec 23. Eggnog and Reindeer Games.
  + No meeting December 30th. Happy New Year!

Meetings will be held every Wednesday at 1:30 EST for an hour until further notice. We’ll use the same meeting link each week. Please share the link with fellow library volunteer leaders…the more smart people the better.

Zoom:  <https://us02web.zoom.us/j/85199850785?pwd=WHorb3h2ckgvZjhZT1BOVWxEMzhlZz09>

Access Code: Volunteer

Please add/check/update your contact information on our shared Google doc. <https://docs.google.com/spreadsheets/d/19blg00lShuMShHK2ab1TGeiK6kYqGfpvxz8qO9F8nnM/edit?usp=sharing>

**Topics Discussed**

COVID Tracking & Transparency

* Public weekly snapshot regarding IndyPL’s experience with COVID-19. [www.indypl.org/covid-19](http://www.indypl.org/covid-19)
* Concern for staff safety if proof a negative test isn’t required following a positive test of a staff member returning to work.
* Does your organization require reporting test results? Why or why not? In our group the response is mixed. Yes report to manager or HR so that contact tracing can be done. No, it’s a violation of HIPPA.
* Where’s the line between reporting COVID statistics to the community and HIPPA?
* <https://www.cdc.gov/coronavirus/2019-ncov/daily-life-coping/returning-to-work.html>
* Deep clean is done at library site – no one to report to the site until after the clean.

Volunteer Leader Profession

* How do we elevate our profession?
  + Give a copy of *From the Top Down* by Susan Ellis to your CEO/leadership, then schedule discussion time
  + Advocate for Certified Volunteer Administrator (CVA) credentials. It’s a professional certification just like CFRE
  + Stop saying “volunteer program”. Volunteers are not a program, volunteers are a part of the organizational fabric
  + Develop annual reporting that demonstrates impact, even if not asked for the report
* Is perception the problem? (It’s a profession not a job.)
* What over-arching marketing is being done?
* We have to have top-level buy-in, promotion, and support
* Being part of the leadership team is integral – direct line to Executive Director
* Our perception: “…for many nonprofit organizations volunteers are a necessary evil. If they could do without them they would”
* Service Enterprise Certified through Points of Light
  + Part of the strategic planning process
  + Leaders from across the organization participate
  + Example: changed professional image, elevated to management level with a seat at the table, continues to receive upper level support
  + Possible that many of the volunteer coordinators weren’t furloughed because of Service Enterprise (Boulder)
  + ROI on volunteers

<https://getinvolvedclearinghouse.org/content/whats-new-may-2019>

On-line Book Sales

Kate Kelsch, [kelschk@boulderlibrary.org](mailto:kelschk@boulderlibrary.org), has asked for information regarding selling older, potentially more valuable books on-line. They currently don’t have on-line sales of any kind. Please contact her if you have experience in this area and would like to share notes.

* EBay sales are handled by volunteers. Last month was over $1000 in sales. Gale Borden PL
* Better World Books, especially for some of the more rare or high value books. <https://services.betterworldbooks.com/libraries/>. Multnomah County Library
* Sales of both donations and weeded material via foundation
* Idaho state law requires weeded material be recycled
* <https://getinvolvedclearinghouse.org/position-descriptions/online-book-sale-volunteer-mesa-az> - Mesa AZ PL resources. The Mastermind, Janice Dell, [janice.dell@mesaAZ.gov](mailto:janice.dell@mesaAZ.gov) is a wealth of knowledge.

Miscellaneous

* Secret Santa book orders at IndyPL – a total of 45 orders to-date.
* Side conversation – Niche Academy and connecting it to Better Impact – Tammy and Liza will be getting Niche Academy soon
* Teen Book Reviewer Squad, Austin PL. We decided to adapt our popular summer reading program to virtual, but it's easier to have one big project for the entire season rather than trying to come up with small tasks that could be done virtually. So we had teens read a YA book they have never read before, and we taught them how to write professional book reviews like the kind that appear in VOYA, School Library Journal, etc. They get credit for 25% of the time read, because who doesn't want volunteer hours for recreational reading?! Then 100% of the time writing their professional reviews.

**Resources and Training Opportunities**

* Consumer Reports is offering a free online screening of the Coded Bias documentary (90 min) through December 14, about how structural bias can and does get embedded into AI technologies. To register for access to the free screening, sign up at <https://action.consumerreports.org/coded_bias>

There's also a follow-up panel discussion on the issues raised in the film on December 14, 1-2pm. Further details of that will be in the email that gives you the access code to the film, after you sign up.

* Central Indiana Association of Volunteer Administrators (CIAVA) is hosting Lisa Joyslin, from the MAVA DEI conference, "No One Right Way: Creating New Systems of Volunteer Engagement". Thursday, January 14 from 9-10am EST. $14 for guests. Registration will open soon: <http://www.ciava.org/>.
* [Jerome Tennille](https://www.jerometennille.com/), from the MAVA DEI conference will be presenting through ALIVE on January 22, 1-2:30pm EST. <https://mms.volunteeralive.org/Calendar/moreinfo.php?eventid=60268> Members attend for free.
* Jerome Tennille will also be doing a 3 hour online workshop with Northwest Oregon Volunteer Administrators Association on January 28. <https://novaa.org/event-4069116>
* [Government Alliance on Race & Equity (GARE) – Racial Equity Toolkit: An Opportunity to Operationalize Equity](https://www.racialequityalliance.org/wp-content/uploads/2015/10/GARE-Racial_Equity_Toolkit.pdf) GARE Logic Model attached.
* Volgistics National Peer Group – on-line – 2nd Tuesday of the Month – free!

FMI contact Jessica Link, [linkj@crlibrary.org](mailto:linkj@crlibrary.org). Recordings are available.

* CVA Study Group, Marcia ([Marcia.hale@hillsboro-oregon.gov](mailto:Marcia.hale@hillsboro-oregon.gov)) is going to host/lead a CVA study group for anyone who is interested. Starting in January ’21. Following the CVA book. More about CVA: <https://cvacert.org/>
* Join the GetInvolved list serve by emailing Carla, [clehn@califa.org](mailto:clehn@califa.org). Fabulous resource with samples, current news & updates.

**Future Topics**

* Circle Back for updates:
  + University of North Carolina – Charlotte (UNCC) Class Project Update – Chauna
* Encore topics:
  + Best Practice: Breaking down barriers
* What will we keep from COVID times as we rebuild our volunteer engagement strategies?