**Library Volunteer Manager Peers - Notes**

**8/19/20 1:30 EST**

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

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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.

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

Not-so-secret Access Code: Volunteer

Please share the link with fellow library volunteer leaders…the more smart people the better. If you have a specific topic that you’d like to add to the agenda, drop me a note.

For a list of group participants and their contact information visit:

Library Volunteer Leader Directory (Google Doc). Please add/check/update your contact information. <https://docs.google.com/spreadsheets/d/19blg00lShuMShHK2ab1TGeiK6kYqGfpvxz8qO9F8nnM/edit?usp=sharing>

Take care, my friends!

Wendy

**Topics Discussed**

Background checks and the Law

Context: Indiana has added a law that all library staff and volunteers have to have a background check. This started after a political/social morals upheaval over Drag Queen Story Time. We’re trying to sort out the rules as they apply to one-time groups and presenters.

* Corporate groups are monitored 100% of the time by as staff member
* Obtain the names of the group members prior to activity and run a sex offender check
* Utilize the corporation’s background check if it meets the library’s requirements
* Corporate groups can volunteer 2x/year without background check (still monitored), after that, then background check
* In Pennsylvania background checks are good for 5 years and they have to check everyone. (Part of the checks are run by the state for free.)
* A few of us are looking at Sterling Volunteers for background checks
* Some can get free background checks from state police or through city
* If you have a “Presenters Agreement” (aka a contract) use that for one-time people (Drag Queens) whether they are paid or not
* Create a “Community Partner” program for Drag Queens, Symphony, etc. then participants are not volunteers, but partners
* Paid performers are not background checked – but they are NEVER left alone with youth/patrons
* Checks are only performed on volunteers that work with children, handle money, utilize expensive tech equipment, vulnerable population, or are alone with kids (mentors).
* Age for background check. Some over 18, other younger (13, 16, 17,) We all questioned why the younger age.
* We background check everyone over 13, we have a waiver for special events (one time volunteers) but we don't use it for kid's events
* Use a waiver for one-time events for individual volunteers or groups. Waiver is good for 5 times a year, after that a background check is required.
* Our City HR requires anyone over the age of 15! We typically do not background ck the short term group people like corporate but they tend to be here to help with our booksale set up and not direct interaction with the public. Because most of our corporate groups come from firms that do much more extensive background checks then what would normally be done, so we have not done more.
* Some accept the corporation’s background check for corporate group volunteers. We mostly want the paperwork in our hands.
* Under 18 requires a parental permission
* Be aware of your state laws.
* One day event – not criminal background check
* “Community Volunteers” – groups from Easter Seals – everyone, including the coach, is checked
* Most of us do a background check one time when the volunteer starts and then never do another one (unless the volunteer leaves for a period of time – 1, 2 or 3 years - and returns)
* Background check prices are anywhere from free (through the municipality) or up to $82+
* Discussion about being in parallel with staff requirements. Not doing more for volunteers than for staff. In one instance background checks aren’t run for staff, so they aren’t run for volunteers.
* Most cover the cost of the background check not asking the volunteer to help. (Most of our volunteers are village residents so it’s their tax dollars paying for it.)

Related Resources:

* <http://www.keepkidssafe.pa.gov/cs/groups/webcontent/documents/document/c_160267.pdf> Disclosure statement for Volunteers

Youth Protection Plan / By-stander Training

* Here’s a great short video we made a few years back with a library director who got her Children’s Librarians onboard with read/telling stories to children — might give you some ideas . . . their training plan and volunteer agreement are also in the Clearinghouse (can be found by dropping “Roseville” into the general search box : https://getinvolvedclearinghouse.org/training-materials/getting-staff-board-story-time-conductors
* Staff and Volunteers have to watch a state prepared video, which in turn makes them “mandated reporters” of abuse whether they are inside a library or elsewhere.
* Training for staff
* We do not do YPT or Mandatory Reporting training for volunteers. During orientation, we ask volunteers to be an extra set of eyes and ears for staff who are trained/do have MR status. Tell staff and staff will take the lead.
* <https://www.reportabusepa.pitt.edu/webapps/portal/execute/tabs/tabAction?tab_tab_group_id=_91_1> Pitt EDU child abuse reporter free
* <https://www.stopbullying.gov/prevention/bystanders-to-bullying>

Equity and more

* What we stand for regarding equality. <https://www.gailborden.info/library-info/2756-standing-with-communities-of-color-for-equal-justice>
* Ryan Dowd for training, anti-bias, antiracism, homeless sensitivity traning
* City is providing conflict resolution training around COVID related situations such as mask wearing (Hillsboro, OR)

Impact

Chauna has teamed up with a class from UNC to help with volunteer program impact measurement. She’s looking for ideas – what are funders looking for? How can we measure impact? What do you measure? Are there already standards?

* <https://www.energizeinc.com/store/measuring_impact_volunteers>
* Sure Impact is doing this kind of work, <https://www.sureimpact.com/>

Miscellaneous

* Indianapolis PL is doing “One Book: One Library” small group discussions will begin in September. *Stamped: Antiracism, Antiracism, and You* by Jason Reynolds and Ibram X. Kendi.
* The REALM project has published the results of the third round of Battelle’s laboratory testing for COVID-19 on five plastic-based materials: talking book USB cassettes, DVDs, storage bags, storage containers, and plexiglass. Results are here: <https://www.webjunction.org/news/webjunction/test3-results.html?utm_source=SFMC&utm_medium=email&utm_content=REALM+Project+Test+3+results+announced&utm_campaign=&utm_term=REALM%20Project%20Email%20Updates>

Resources and Training Opportunities

* Free GetInvolved Webinar with Jennifer Bennett from VolunteerMatch

August 26, Noon Pacific Time

“Designing Virtual Opportunities, Managing Remote Volunteers” with Jennifer Bennett

Register: <https://attendee.gotowebinar.com/register/2464124709845766669>

(Exclusively for a library audience. This webinar will be archived for later viewing.)

* **ALIVE,** https://www.volunteeralive.org/

**Impact Awards. For volunteer engagement professionals. Due September 14, 2020.** <https://www.volunteeralive.org/alve_impact_awards_-_sponsore.php>. Alive is also hosting training sessions that are relevant for today. Membership is $50/yr.

* **Participate in a** Volgistics National Peer Group – on-line – 2nd Tuesday of the Month – free! Contact Jessica Link, [linkj@crlibrary.org](mailto:linkj@crlibrary.org) FMI.
* The Friends of Libraries Section of the New York Library Association are offering “Engaging Millennials as Friends Volunteers” as the first in a series of three webinars on September 23. Fees and registration, as well as a complete description and info about the other two future webinars available here: <https://www.nyla.org/4DCGI/cms/review.html?Action=CMS_Document&DocID=3062&MenuKey=nomenucms>
* ServeOhio will be hosting Ohio Conference on Service & Volunteerism on-line in October – Free! Two hour sessions will allow for networking & interaction. Topics such as:
  + Sustaining and adapting volunteer engagement during COVID-19
* Strengthening relationships and community in a virtual world
* Strategies to identify and overcome implicit bias
* Ensuring diversity, equity, and inclusion in your volunteer program

**Future Topics**

* How are we, as volunteer leaders, going to track and report on our volunteer programs during this time? What metrics or outcomes will represent our and our volunteers’ connection to the mission/strategic plan?
* Off-site hour tracking – how? Like mask making or kit assembly
* Diversity and Inclusion in our volunteer programs
* New Volunteer Program – What would you need? How would you start?
* Staff Exhaustion