



SLA

SASKATCHEWAN LIBRARY
ASSOCIATION

Finding Common Ground: Saskatchewan Library Association Forum

Regina Public Library George Bothwell Branch

March 20, 2017

Developed by Michael Shires, Judy Nicholson and Carol Todd



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I. Executive Summary

The Saskatchewan Library Association's (SLA) Board of Directors had determined to host a Forum during 2016-17 for several Saskatchewan based library associations and related stakeholders. The Forum at the Regina Public Library George Bothwell Branch from 10:00 am to 3:15 pm on March 20, 2017. The purpose of the Saskatchewan Library Association Forum: Finding Common Ground (Forum) was three-fold:

- To ensure partners know and fully understand the purpose of the Canadian Federation of Library Associations (CFLA-(FCAB) and the role of the Saskatchewan Library Association (SLA) and Manitoba Library Association (MLA) in CFLA-FCAB
- To engage partners in the development of up, down and sideways methods of communication
- To engage provincial library and information associations as SLA and MLA assumes their new joint role of representing the voice of prairie library associations in CFLA-FCAB.

An experienced facilitator was hired to bring impartiality to Forum discussions.

Representatives from were from:

- SLA's Board of Directors,
- Saskatchewan Health Libraries Association (SHLA)
- Saskatchewan Library Trustees' Association (SLTA)
- Saskatchewan School Library Association (SSLA)
- Saskatchewan Association of Library Technicians (SALT) unable to attend
- University of Regina (representing post-secondary libraries)

There was consensus from all Forum attendees that there was a need to ensure effective communication on an ongoing basis internally within associations, between SLA and Saskatchewan based library and information associations and groups, between SLA and MLA, and between the prairie provinces representative and CFLA-FCAB. Individuals agreed for this group to meet regularly and have the option for a teleconference or face-to-face discussion.

2017 Forum Attendees



left to right front row: Linda Winkler (SLA Vice-President, Membership & Publications), Colleen Murphy (Univ. of Regina and SLA rep. to the Multitype Library Board), Michelle Dalidowicz (SHLA), Joylene Campbell (Forum facilitator), Judy Nicholson (SLA Executive Director); back row: Elmer Brenner (SLTA), Brad Doerksen (SLA Treasurer), Michael Shires (SLA President), Gaetan Hammond (SSLA), Lukas Miller SHLA President) *Photo credit: Carol Todd*

II. Background

The initial goal of the Forum was to improve lines of communication between SLA and library and information related groups in other sectors in Saskatchewan. Much of this originated from SLA being involved on a nation-wide working group that was drafting a proposal for creating a new national federation of library associations. Input was needed for endorsement by SLA members. Representation from all library sectors was needed to have a voice at the national level. It was an opportune time for SLA to host a Forum.

SLA held a teleconference on December 14, 2016 to discuss the concept of a special face-to-face gathering early in 2017 for library associations and relevant stakeholders in Saskatchewan. There was a general consensus that everyone was interested in the communications between associations, but this led to some unanswered bigger picture questions. Three main takeaways from the teleconference were to:

- Clarify the structure and purpose of the new Canadian Federation of Library Associations (CFLA-FCAB),
- Share the types of advocacy work among associations in Saskatchewan, and
- Clarify the role of Saskatchewan's Multitype Library Board (MLB).

In fall 2016 SLA invited key individuals from the associations and groups (list is below). Some did not participate in an initial teleconference due to scheduling or expressing no interest.

- SLA's Board of Directors
- SHLA
- SSLA
- SLTA
- Library Services for Saskatchewan Aboriginal People (LSSAP) did not attend
- Saskatchewan Association of Library Technicians (SALT)
- Saskatchewan Council of Archives and Archivists (SCAA) did not attend
- Regina Public Library (Director represented public libraries sector)

A teleconference took place in December 2016 and there was a consensus to have a Forum in March 2017.

The Multitype Library Board (MLB) is legislated and advises the Minister of Education. It provides a forum to promote and facilitate co-operation among academic, public, school, special libraries and other information providers. It doesn't advocate, but can suggest initiatives to stakeholders for further discussion. In February, the SLA consulted with the Provincial Librarian and other staff at the Provincial Library and Literacy Office regarding this Forum. The work of the Forum was not deemed an appropriate role for the MLB. More information about the MLB is available in a Partnership Journal article titled; Celebrating Co-operation among Saskatchewan's Libraries: The Multitype Library Board, 1996-2016.

<https://journal.lib.uoguelph.ca/index.php/perj/article/view/3547#.VuAmMECHeh8>

III. Forum Context

As a mechanism for gathering participant input, SLA sent out a survey to establish the date and suggestions for agenda ideas. The Forum brought together representatives of various library associations and stakeholders in Saskatchewan in the belief that multi-sector discussions have proven to be successful in determining opportunities for collaboration. SLA hosted the Forum to open a discussion of provincial stakeholders regarding SLA's representation of provincial interests at CFLA-FCAB. Participation in the Forum was critical to the success of ensuring the issues of the Saskatchewan library community would be heard at a national level and that the national work reaches the library community in Saskatchewan.

The Forum examined ways to engage more, and in creative new ways, with SLA, partner library associations and organizations in Saskatchewan and the new Canadian Federation of Library Associations (CFLA-FCAB). The federation is the new national voice for Canada's libraries, with focus and priorities including advocacy, policy and research, which intersect with its broader mandate. It incorporated in summer 2016, held its first AGM in Toronto in February 2017, and its first slate of elected Board of

Directors was approved by voting members. SLA is one of 19 associations and organizations that pay into CFLA. Annual dues are a one per cent levy of an organization's annual budget (SLA pays approximately \$2,600). SLA had been sending communications to its membership for months about CFLA-FCAB but some bigger picture questions remained unanswered.

Provincial and territorial associations across Canada have begun to engage their local regional partners and stakeholders to determine how everyone can be better heard on the new CFLA-FCAB Board. Provincial library and information associations in Saskatchewan have differing capacities for advocacy. As per federal government policy, SLA, with charitable status, can devote up to 10 per cent of its resources to advocacy work. SLA's advocacy committee is currently working on determining a working definition of advocacy for the organization.

CFLA's Board consists of 11 positions; some associations, like SLA, have regional representation shared with other organizations. Two other regions that share one seat among two or more associations are the North (3 territories) and the Atlantic provinces. SLA and the Manitoba Library Association (MLA) share one board seat, the Prairie Provinces, to represent their respective provinces. This structure was endorsed by SLA and MLA members in 2016. SLA has drafted guidelines for the filling the position and they were shared with MLA. The shared seat rotates between SLA and MLA and latter is holding the seat for 1 year before it moves to SLA for a standard 2 year term.

IV. President's Introduction

SLA President Michael Shires stated that one way of describing SLA was as an umbrella organization for all library sectors in Saskatchewan, as reflected in its mission and vision statements. It was important to make the analogy that SLA was not Pacman trying to gobble up the other associations. Shires stated that SLA has wanted to engage with all library stakeholders for mutual benefit. SLA is a member-driven organization that means that much of the association's mandate, programs, services, etc. are guided by initiatives from members, and that board initiated initiatives require buy-in from the

membership. The President mentioned that there has been a trend across Canada with some library associations integrating provincial library associations into the multi-sector associations such as the British Columbia Library Association (BCLA) or the Ontario Library Association (OLA). The Library Association of Alberta (LAA) has begun discussions at a provincial level to consider processes and models that would include other associations. MLA has held extensive consultations with partner organizations in its province and it is adopting a model with having library divisions that is similar to the structure of OLA.

V. CFLA-FCAB Discussion

Participants in the Forum discussed the role of CFLA-FCAB and, in particular, the role of the SLA within the national organization and how best to bring information and concerns to the national body, while ensuring its information is disseminated downward and between SLA, MLA and other organizations.

The governance and membership structures were discussed, and the mandate of CFLA-FCAB was discussed. In order to meet the mandate of the organization, the three priorities have been established as: advocacy, research, and policy. These three priorities for CFLA-FCAB became the organizing framework for the discussions that followed.

During the discussion on CFLA-FCAB, general consensus was achieved on many areas for Saskatchewan based organizations to pursue the following actions:

- bring together province-based organizations with common interests,
- key constituents further develop library services,
- be a mechanism to identify and respond to critical issues,
- partner and co-operate with members,
- encourage communication and fellowship,
- actively engage members, bringing together diverse viewpoints from libraries of all kinds and from all sectors,

- have a forum for public policy, both national and international, with a national voice,
- provide a non-competitive environment between member associations,
- encourage collaboration and dialogue on issues affecting libraries across Canada,
- consider how organizations can engage their general membership and involvement and not be limited to professional associations,
- develop a statement of beliefs for membership.

VI. Communication

To turn an object upside down or sideways to spark imaginative transformation...

Forum attendees agreed that there was a need to ensure effective communication on an ongoing basis:

- internally within associations,
- between SLA and Saskatchewan library and information associations,
- between SLA and MLA,
- and between the prairie representative and CFLA-FCAB.

Suggestions included holding additional forums, with a teleconference option to encourage involvement, using a cloud based communication tool for communicating, and developing strategies to ensure regular communication. A number of suggestions were made and are listed under section VIII. Next Steps.

VII. Priorities

The three CFLA-FCAB priority areas identified in the earlier discussion: policy, research and advocacy were then reviewed and given priority for communication to CFLA-FCAB. Participants felt that the need to maintain openness and transparency between all levels of involvement was the key factor.

Engaging in research was identified as a catalyst that drives the other two priorities. They agreed on the need for a national impetus for research, linked to promoting the

value of libraries and that it should be open and transparent. A key research area was identified as the need to collect data on libraries, library association, and library workers.

Advocacy to promote the value of libraries in all sectors was also identified as a priority, including the need to actively engage library supporters. It was also felt that there was a need to continue placing emphasis on diversity and to examine how best to respond to the needs of new Canadians.

As a policy priority, participants identified the need for standards in the library sector, such as information on literacy, competency standards for librarian and library workers, and copyright. It was felt that there was a need for scholarly communication and an emphasis on intellectual freedom with open access to information. Participants noted that policy development was related to the value of libraries.

VIII. Next Steps

Forum participants agreed for the need to follow up on the work discussed and suggested that next steps should include setting priorities and assigning accountabilities. Suggestions for further action included:

- hold another forum before the end of calendar year 2017 and perhaps annually
- encourage absent associations to become involved, using options such as teleconference
- consider using a cloud based system (SLA uses Basecamp) to communicate, through a closed group, with documents and emails for future discussion
- hold a regular teleconference between Presidents of SLA and MLA and the CFLA-FCAB prairie province representative
- identify key contacts between SLA and other Saskatchewan associations
- develop a template and reporting process, useable by everybody
- increase the amount of information shared between SLA and MLA about the association
- develop strategies for each provincial association to get feedback and to disseminate information with their membership
- designate a CFLA representative in SLA

IX. Concluding Statements

While Forum discussion notes and charts succinctly summarized the extensive discussions that occurred over the day, this report captures the key ideas. Participants, including those who couldn't attend, were asked to provide feedback about the Forum. Survey comments below captured some of these ideas.

Exit statements by participants

- Surprised, though it wasn't unexpected, that discussion emphasized the similarity of associations and their issues.
- SLA would be a positive force in the changing national landscape, in part, by instigating meetings such as the March 2017 Forum.

Summary from Facilitator

- The processes and information shared in the discussions during the day were reviewed with an emphasis on the need for further and ongoing communication. The discussion about priorities also emphasized the need for research to drive the components of advocacy and policy. All of these directions are inter-related. There was consensus that these discussions would be welcomed by the other associations on an annual basis with timely teleconferences when needed.

Summary of comments from the follow-up survey

- The facilitator did a great job keeping the group on task and recording the discussion that was raised among attendees. I thought that the focus questions were well designed to help bring forward issues that were of concern to all library sectors.
- Thought the whole day was excellent. A good exchange of ideas from the various sectors plus an opportunity to meet librarians from the other sectors. The facilitator was very good too. Raised important points but was in no way intrusive in the discussion. The exercises were thought provoking. Gave me quite a lot to think about. I hope the forum is repeated in the coming year. The meeting room was great. It was also the perfect length. Not too long a day.

- Found the session very interesting as I think it helped us to all, once again, see our similarities and the way in which we are all part of the same ecosystem, vs concentrating on our differences. And, how focusing on how we can partner to get done what is common to us all will enable us to focus on the things we need to do on our own. Unfortunately, I was unable to stay for the whole day.
- Provided a basis for understanding the workings of the organization (of which I had little or none) and made it understandable by the interactions and guidance through the discussions.
- A good chance to network and meet other association leaders (and movers and shakers), as well as shed light on the current state of affairs in Canada regarding the CFLA.
- The session was great - I did not have a lot of background on the role of CLA or this new body, but it did not limit my ability to participate. I appreciated the networking opportunity.
- Was there primarily to hear what other associations had to say and find out what kinds of things were on their radar. It was helpful in that sense. It was also good from an SLA perspective to take a step back from SLA business and to think more broadly in a big picture sense about library issues
- Thought it was well run and it fostered conversation amongst the participants.
- A half-day might be a more reasonable time commitment if it were something we did regularly
- It was unfortunate that the SALT reps were unable to attend as they represent an important demographic. I realize that that was beyond the control of the organizers.
- Thank you to the SLA for all your hard work!

Subsequent Meetings

- There was a split between having face-to-face and teleconferences.
- Timeframe – early fall (4) before Christmas (3) and before the end of June (1)
- If at all possible, if the next meeting could include the option to participate by teleconference. The SALT executive was unable to attend.

X. Appendices

A Contact Information

Saskatchewan Library Association

- Michael Shires (President) michael.shires@uregina.ca
- Brad Doerksen (Board) Brad.Doerksen@uregina.ca
- Linda Winkler (Board) Linda.Winkler@uregina.ca
- Judy Nicholson (ED) slaexdir@sasktel.net
- Carol Todd (Comm) slacomm@sasktel.net

Saskatchewan Health Libraries Association (SHLA)

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- Lukas Miller lukas.miller@usask.ca

Saskatchewan Association of Library Technicians (SAL)

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Saskatchewan School Library Association (SSLA)

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Saskatchewan Library Trustees' Association (SLTA)

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University of Regina

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B Handouts

B1 Saskatchewan Library Association's Vision, Statement of Beliefs and Principles, Mission, and Roles

VISION

The vision of the Saskatchewan Library Association is to build and engage a library and information community that is an active force in Saskatchewan's social, economic and cultural development.

STATEMENT OF BELIEFS AND PRINCIPLES

1. The Saskatchewan Library Association is a province-wide, volunteer, non-profit organization designed to further the development of library service.

2. The Saskatchewan Library Association is a general rather than an exclusively professional organization that includes as members: individuals, institutions, and organizations who share a common interest in library service.

3. The Saskatchewan Library Association believes that:

a) Library staff recognize the diversity of viewpoints in society; they encourage the free exchange of ideas and knowledge and as such they must operate in an environment of intellectual freedom;

b) Library staff nurture an informed democracy and a compassionate pluralism;

c) Library staff are committed to literacy and life-long learning;

d) Library staff possess both general and specific knowledge and are skilled in its application in an information environment;

e) Library staff are key to accessing library resources and information and to fostering new experiences and discoveries;

f) Libraries are better supported by the unified efforts of an umbrella organization which can bring together key constituents - members, government funding agencies, other organizations, and library users;

g) Libraries of all kinds are fundamental to the cultural, educational, recreational, economic, and political well-being of the people of Saskatchewan;

h) Libraries are valuable assets to the community by adding to and reflecting the quality of life in the community;

i) Libraries are an essential part of a community, providing many forms of information and participating actively in community life;

j) Library resources must be accessible to all.

MISSION STATEMENT*

The mission of Saskatchewan Library Association is to be the recognized voice of and support to Saskatchewan's library communities.

ROLES OF THE ASSOCIATION*

The Association achieves this mission by fulfilling the following roles:

- a) Encouraging communication and fellowship among members, library staff, and others;
- b) Fostering continuing education for library staff;
- c) Identifying and respond to issues and situations that affect library staff and libraries;
- d) Supporting the principles, standards, and practices that are essential to the provision of excellent library service;
- e) Promoting cooperation among libraries;
- f) Promoting the awareness of libraries as integral parts of their communities;
- g) Partnering with other cultural organizations in promoting the cultural development of the province;
- h) Partnering with other library associations to achieve common objectives.

*The Mission Statement and Roles of the Association are also found in the Bylaws in Sections 2 and 3.

Canadian Federation of Library Associations/ Fédération canadienne des associations de bibliothèques

August 17, 2016



CFLA/FCAB Mandate

- A **focused** federation that is a *national voice of Canada's library communities*.
 1. Advance library excellence in Canada
 2. Champion library values and the value of libraries
 3. Influence national and international public policy impacting libraries and their communities

About CFLA - FCAB

- A model based on collaboration not competition
- Non-profit corporation (not a registered charity)
- Bi-lingual
- Fiscal year ends August 31
- AGM to be at OLA Super conference
- Issues/Policy Forum with member conferences
- No individual membership, federation of associations
 - Not competing
 - Cost of administrative structure
 - Join member association to participate

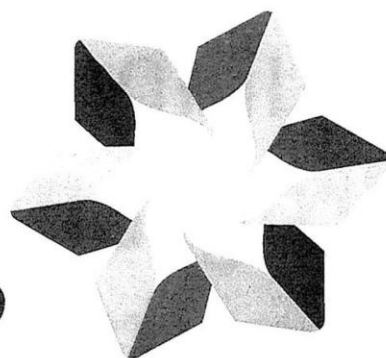
About CFLA -FCAB Continued

- Developed a governance model to get CFLA-FCAB established
 - Will need to be reviewed and adjusted over the next couple years : *By-Laws, Board composition....*
- Financial model good for now:
 - There will need to be revenue diversification & growth
 - Dialogue among the members will determine which opportunities are pursued and which are not

B2 Canadian Federation of Libraries Governance Overview

B3 The Multitype Library Board

What is the Multitype Library Board?



The Multitype Library Board (MLB) provides a forum for libraries from various sectors and other information providers to identify opportunities to work together for mutual benefit. Board members meet three or four times per year to:

- Represent their sector (i.e. public libraries, archives, etc.) at the MLB table;
- Provide 2-way communication with their sector on MLB activities;
- Contribute ideas for possible collaboration across sectors; and
- Make recommendations to the Minister and the library community on the development of the multitype library system.

The Board's enduring values include support for strong, local autonomous partners, consensus decision-making and co-operation.

Successful
communities
through library
co-operation ✧

-MLB Vision.

Partners

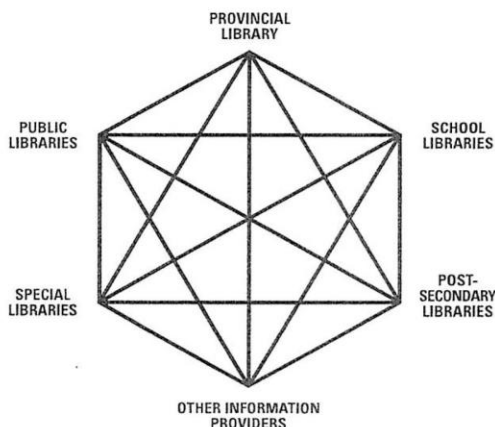
- The public, schools, post-secondary education and special library sectors;
- The Provincial Library and Literacy Office (PLLO); and
- Other information providers, such as archives, business resource centres and Aboriginal libraries.

The Multitype Library Board, established in 1996 by The Libraries Co-operation Act, is a Minister's Advisory Board tasked with providing policy options and recommendations that represent the best thinking on library-related issues, rather than advocacy on behalf of individual partners. The Board provides the multitype partners with a venue to speak with one authoritative voice.

Through co-operation,
libraries contribute to
the social and economic
development of citizens
of Saskatchewan ✧

-MLB Mission Statement.

Overview of the Multitype Library System:



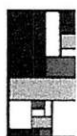
Multitype Programs

Multitype Database Licensing Program (MDLP)

The MDLP is the flagship program of the Multitype Library Board. It provides province-wide licensing for 15,000+ unique magazine, journal and newspaper titles and over 100 eBooks. The program maximizes the purchasing power of libraries through cost sharing. It increases the amount of authoritative content available through libraries and contributes to more equitable access to quality electronic information for all Saskatchewan residents. PLLO provides administration for the program and leads a committee representing all four library sectors to develop policy and recommendations related to the program.

Saskatchewan Digital Alliance (SDA)

The SDA, established by the Multitype Library Board, facilitates the development of digitization in the province. The SDA members represent various sectors involved in digitization. They have played an instrumental role in PLLO's digitization initiatives since 2007. The SDA worked with many partner institutions to create a digital repository containing thousands of documents, photos and artifacts for the [Our Legacy](#) and [Saskatchewan War Experience](#) projects. Both are freely available online.



Saskatchewan History Online (SHO)

SHO is a portal that provides online access to Saskatchewan's cultural, historical and Aboriginal records. Participation is open to all interested Saskatchewan archives, libraries, museums, local history and genealogy societies, and other information providers. SHO encourages partnerships across institution types and significantly expands the amount of Saskatchewan content digitized. Participants gain organizational digitization capacity and the preservation of at-risk material has been identified as a project priority.

SHO, created through the Saskatchewan Multitype Digitization Initiative (SMDI), is a three-year \$950,000 initiative of the Ministry of Education led by the University Library, University of Saskatchewan, in close partnership with the Saskatchewan Digital Alliance.

Strategic Plan

The current MLB 2010-13 [Strategic Plan](#) highlights issues that are relevant across sectors, such as enhancing partnerships to increase quality electronic information for Saskatchewan residents, working to make library science education available in Saskatchewan, improving the recruitment and retention of librarians and developing a more representative workforce. It emphasizes the Board's leadership on key issues and outlines a number of ways that the work of libraries aligns with the Ministry of Education's priorities.

Consensus Decision-Making

Consensus decision-making is a cornerstone principle of the multitype system. Participating members are not asked to agree to anything contrary to the mandate of each organization or sector they represent. Any decisions made at the board table must be one that each member agrees to or can at least "live with."

Role of the Provincial Library and Literacy Office (PLLO)

PLLO is mandated by The Libraries Co-operation Act to provide secretariat support for the Multitype Library Board. PLLO also engages in research and planning to further board initiatives and facilitates the development of board policies and procedures. The Multitype Library Development Unit at PLLO acts in a similar capacity to an Executive Director in member-based organizations.



Saskatchewan Libraries

Successful communities
through library co-operation.

