



South Central Regional Library Council

Make Smart Connections.

Work Plan 2021-2022 Review

The results of the work plan are reported in the online and membership annual reports. The online version reports on the elements in greater detail and the membership version summarizes. The following is a short review of accomplishments and challenges associated with the July 1, 2021-June 30, 2022 work plan. Most of our goals and objectives were met in the various elements, though a few had to be moved into the current year.

Element 1 - RESOURCE SHARING

Coordinated Collection Development Aid for Academics (CCDA). We fielded CCDA questions and helped one library keep their funding via a maintenance of effort waiver and posted the updates in subjects and \$\$ amounts to the website. **The Bibliographic and Referral Center's** volume edged up again to 1009 from a low of 190 the year before. The pre-COVID level had increased to 1822. Now that interlibrary loan is coming back, it will also be a good time to resume marketing **SCORA—the South Central Onsite Reciprocal Access program**. Alfred University, Houghton University, and Keuka College are the three existing participants. The Resource Sharing Advisory Committee distributed the needs assessment survey. [Results are here.](#) **CampusShip** remains available for SCRLC, though the rates greatly increased. Eleven SCRLC academics participated in the statewide **ELD delivery service** from ESLN.

Cataloging: Still to be completed under inclusive cataloging and metadata practices is:

- Review regional city, county, and town Wikipedia entries for inclusivity; seek help in updating.

Digital Collections Access is part of the resource sharing element, and one objective that we continue to address is the goal of adopting inclusive descriptive metadata practices for digital collections. Carried over for the next year will be to

- form a Special Interest Group on **inclusive descriptive metadata practices**. (Note: By July 1, 2024, SCRLC will have inclusive metadata guidelines for NYHeritage collections. By July 1, 2025, at least half of SCRLC's member collections will be reviewed for inclusive descriptive metadata).

Another goal within this area was to Investigate regional digital preservation needs and provide regional access to and information about digital preservation solutions, including **the Digital Dark Archives** project. The 18 collections for which we have original files have been added to the Digital Dark Archives. The program was repeatedly advertised to members.

Element 2 - SPECIAL CLIENT GROUPS: HOSPITAL LIBRARY SERVICES PROGRAM

Goal: Serve the information needs of regional health care professionals through the provision of health and medical information, resources, expertise, and circuit librarian services to their

hospitals. It was a challenging year for this program because our outreach services librarian was on leave and then resigned. This happened just as we were about to implement a strong marketing program. **Grants to individual hospitals** were restated, and for the first time, we used 2021-2022 HLSP funds to purchase 25 seats for a virtual Medical Library Association learning opportunity (**Approaches to Trauma-Informed Medical Librarianship**), to be shared with HLSP programs around the state.

Element 3 - PROFESSIONAL DEVELOPMENT AND TRAINING (Educational Services)

Our 89 interactive programs, including customized training and virtual meetups, were attended by **1,247 learners**. All programs remained free due to the continuing impact of COVID on staff development budgets. Topics included ergonomics, disability audits, universal design, digital inclusion, trauma-informed librarianship, and article discussions. Some events were supported with American Rescue Plan Act (ARPA) funds.

Element 4 - CONSULTING AND DEVELOPMENT SERVICES

The American Rescue Plan Act (ARPA) regional plan, which centers on digital equity and inclusion through partnerships and collaboration, was developed and submitted ahead of the deadline. The deadline was extended from June 2022 to March 31, 2023, which gave us more time. SCRLC also ended up coordinating the regional effort for the **NYS Archives Trust's Consider the Source Diversity and Collaborative Knowledge Program**, supported in part by the Institute for Museum and Library Services. This statewide program avails to learners and teachers primary source materials that reflect the history and perspective of historically oppressed and marginalized peoples and communities. Several of our newest members joined SCRLC to simultaneously participate in New York Heritage and CTS.

Element 5a - COORDINATED SERVICES FOR MEMBERS: VIRTUAL REFERENCE

Marketing of the statewide 24/7 continued, though the service did not expand beyond the seven existing participants.

Element 5b - COORDINATED SERVICES FOR MEMBERS: DIGITIZATION SERVICES

New York Heritage (NYH) Digital Collections. The number of items on **NYHeritage** from SCRLC contributors increased from **10,915 to 15,946 (up 46%)**, and the **total pageviews** across the region's collections increased from **107,391 to 155,664 (up 45%)**. **13 of our 14 counties now have more than two contributors on NYHeritage.** SCRLC staff compiled a **list of cultural heritage organizations in the 14-county region** with notes about collection strengths potentially relating to underrepresented communities, and [added this information to Regional Reference section of the HistoryUnbound LibGuide](#). By the end of June 2022, there were **160 newspaper titles on New York State Historic Newspapers** from the SCRLC region, **totaling 1,115,359 pages—an increase of 29 titles (up 22%) and 181,104 pages (up 19%)** since July 1, 2021. All fourteen counties are represented. SCRLC staff compiled a public directory of digitized newspaper projects, organized by county, [available here](#) under Regional Reference.

Element 5c - COORDINATED SERVICES FOR MEMBERS: RESOURCES ACQUISITION AND ACCESS

All of the electronic resources were continued—**Consumer Health Complete** (EBSCO), **Literary Reference Center** (EBSCO, and **FirstSearch** (OCLC). We continued to offer LibGuides and SkillShare. The latter will be discontinued due to non-use.

Element 6 - AWARENESS AND ADVOCACY

Goal: Increase awareness of the role of the regional network of libraries and library systems in providing relevant cost-effective resources, materials, and programs to students, educators, lifelong learners, and NYS residents.

Our advocacy work continued **in collaboration** with **our regional public library system partners**, the other **Empire State Library Network** councils, the **New York Library Association**, and the **New York Association of Library Systems**.

- **Moved:** Designing an information campaign to bring people into libraries, and to include information literacy programming to address misinformation/disinformation.
- **Moved:** Update the advocacy plan.

Element 7 - COMMUNICATIONS AMONG MEMBER LIBRARIES AND LIBRARY SYSTEMS

We'd developed an **internal communication plan** this past year which needs to be overhauled to go to the Board for 2022-2023. Of course, we continued the usual means of communication among our members—**newsletters, emails, and meet-ups. And visits!** Participation at the meetups decreased, and we are reevaluating them. For the academic library director meetups, I've been trying to have a more formal program as per their input via a survey and in meetings.

Element 8 - COLLABORATIVE EFFORTS WITH OTHER LIBRARY SYSTEMS

We always enjoy collaborating with our colleagues from other library systems, and this past year we did this regionally via ARPA, both in the individual PLS projects, but also in our ARPA accessibility project and the telehealth pilot. We collaborated with our ESLN colleagues on statewide conferences and programming.

Element 9 - OTHER (Optional) Leadership and Administration

Goal: Foster a **culture of diversity, equity, inclusion, sustainability, and antiracism** within SCRLC and across the region's member organizations.

Objective: Develop a **diversity audit instrument** specific to library systems. Development continued, and now with the assistance of a group of Cornell students from the Developing Racial Equity in Organizations course.

Objective: Incorporate DEI and antiracism into all aspects of SCRLC's programs, services, and operations. We continued to update the DEI Plan, discuss antiracism, added to the DEI LibGuide, overhauled the latest job ad and description, and yet there is so much more to be done and action to take. **How do we move from dialogue and words into action? How do we do more?**

Goal: Utilize resources effectively and efficiently, ensuring that expenditures **reflect strategic directions** and priorities are based on continuous evaluation and funding levels.

Objective: Conduct **salary survey** for all staff positions. The Personnel Committee conducted an equity review, recommending one salary adjustment and an increased salary range for the open position.

Objective: Visit member organizations, virtually and in-person, including Board members and other members. Field visits began again, and yet with COVID and other troublesome viruses lingering, **this is better off saved for ensuing years.**

Objective: The Board will **review membership dues and fees**; develop a proposal for governing members to vote on at the 2022 annual meeting, for implementation in July 2023. The recommendations will be voted on at the October 28 annual meeting.

Goal: Demonstrate best practices in sustainable resource management, staff development, and workplace wellness. Staff: Although we are spending more time in the office, both for matters of wellness and carbon footprint, working at home is also an accepted practice.

Objective: Develop a Board matrix and target recruitment for identity groups that may be missing. Moved to 2022-2023.

Goal: Facilitate recruitment into the profession.

Objective: Participate in high school and college career fairs as possible. **For the future.** We did avail our career services to regional LIS students and librarians.

Goal: Facilitate and promote a diverse regional library workforce; as a component of this goal, **improve SCRLC's recruitment of diverse candidates for available positions.** Despite revisiting our ads and job descriptions and marketing widely to our BIPOC colleagues and groups, our candidate pool remained fairly non-diverse. An IMLS grant or support from the State Library for specific internships and fellowships could help not only us, but our members.

Goal: Ensure, promote, and facilitate **cultural competency among regional library workers**; increase awareness of diversity within the organization and membership.

Objective: Offer training opportunities and other programs on topics of cultural competency to help. This type of training must be constant, and we look forward to planning more events to help.