

MLA

2019

ANNUAL CONFERENCE

OPEN DOORS

OCTOBER 16-18, 2019

MIA
Michigan Library Association

MICHIGAN LIBRARY ASSOCIATION • 2019 ANNUAL CONFERENCE

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Annual Conference is supported in part by the Library of Michigan with federal funds from the Institute of Museum and Library Services.

OPEN DOORS AT MLA



Welcome! Please join me as we throw open the doors to learning and explore what is possible when we intentionally pursue diversity, equity and inclusion in our libraries. There is a positive sense of energy and urgency to this work. By design, we hope the 2019 Michigan Library Association Conference feels different to you, that you give yourself permission to break out of comfort zones and provide space for contemplation on the important and challenging topics of social change.

Building on the success of last year's conference where we renewed and refreshed, this year we are investing in transformational change. We have created both big and small touchpoints for meaningful discussions, skill-building sessions, inspirational keynotes, and collaborative and spoken art. Whether you experience this conference as a three-day endeavor or day-trip to Novi, we want to challenge you to think intentionally and deeply about social equity and inclusion during your time here. Your Annual Conference Work Group dreamed big with ambitious goals for the 2019 conference, and we will have succeeded if you seek out and empower new voices at your libraries, invite colleagues who are both different and alike to have a seat at the table, and engage in active listening and social change.

We also invite you to join the conversation with us on Twitter and Facebook using the hashtags #MLA19AC and #OPENDOORS.

Enjoy, and welcome!

Juliane

Juliane Morian
MLA 2019 Annual Conference Chair
Associate Director, Clinton-Macomb Public Library



Open Doors...

This year's theme of inclusion and diversity is the foundation of many libraries. We are open to all. Film director, Ava DuVernay said, "When we're talking about diversity, it's not a box to check. It is a reality that should be deeply felt and held and valued by all of us." The sessions during this conference will challenge and push us to think how our organization, how we, are inclusive and equitable.

Get involved and be a part of the great sessions, exhibits, luncheons and networking opportunities! I love the MLA conference because it is a chance to catch up with library staff from around the state. I always learn something at the sessions, luncheons, in the exhibit hall and hanging out in the hallway talking to attendees.

I am excited to hear the keynote speakers and special presenters this year. The conference committee did a wonderful job securing speakers who will enlighten us and innovate our programs, services, staff and ourselves. I am ready to learn about using cognitive neuroscience, socio-psychology and communication to develop inclusive workplaces; creating empathetic and kind working environments; working with the Veteran's Administration; establishing coding programs; collecting and marketing diverse collections; and so much more. The second annual Style in the Stacks Fashion Show will be great fun! I can't wait to see the creative endeavors of librarians from across the state.

Conferences are a tremendous amount of work to organize and to rollout. A huge thank you to everyone who brainstormed, planned, organized and worked to make the MLA Annual Conference possible. Thank you to the MLA staff, the conference work group, the exhibitors, the sponsors, the presenters, our libraries and our members! Kudos to all of you. I cannot wait to get back to the library to open the doors to even more people, programs and ideas.

Kristin

Kristin Shelley
MLA President, 2018-2020
Director, East Lansing Public Library



They say that when one door closes, another opens. I believe that is true. And with all new endeavors and life journeys, it is always exciting to open a door, see what is inside, and let the fresh air in. In June, I opened the door as the new Executive Director of the Michigan Library Association, and it is a great honor to work hand-in-hand with the board, staff and volunteers of MLA and to help open doors and bring focus to the values I hold dear — values like equity, diversity and inclusion.

Having varied perspectives helps generate better ideas to solve the complex problems of a changing, and increasingly diverse, world. And I believe that real change occurs when we work together. When our public, academic, school and special libraries make equity, diversity and inclusion central to their missions, we experience greater impact on the lives of those we serve and in the communities where we reside.

These values are central to our work and we are dedicating the next three days at the 2019 MLA Annual Conference to find ways to infuse these values throughout our internal culture, systems and practices. We are excited to open the door to see what is inside...we are so glad that you are joining us...come on in.

Debbie

Deborah E. Mikula
MLA Executive Director

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E.D.I. DEFINED

HELPING LIBRARIES AND LIBRARY PROFESSIONALS SUCCEED

We define diversity, equity, and inclusion based on language from the D5 Coalition, Racial Equity Tools Glossary, and UC Berkeley:

Diversity includes all the ways in which people differ, encompassing the different characteristics that make one individual or group different from another. While diversity is often used in reference to race, ethnicity, and gender, we embrace a broader definition of diversity that also includes age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. Our definition also includes diversity of thought: ideas, perspectives, and values. We also recognize that individuals affiliate with multiple identities.

Equity is the fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. Improving equity involves increasing justice and fairness within the procedures and processes of institutions or systems, as well as in their distribution of resources. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society.

Inclusion is the act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people. It's important to note that while an inclusive group is by definition diverse, a diverse group isn't always inclusive. Increasingly, recognition of unconscious or 'implicit bias' helps organizations to be deliberate about addressing issues of inclusivity.

Definitions published in Independent Sector - October 6, 2016 Why Diversity, Equity and Inclusion Matter Article Monisha Kapila, Ericka Hines, and Martha Searby; Prolnspire



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MLA 2019 Annual Conference

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GENERAL CONFERENCE INFO

Registration Hours

Wednesday 7:00am – 5:30pm
Thursday 7:30am – 5:15pm
Friday 8:00am – 12:30pm

Exhibit Hours

Wednesday 11:30am – 3:15pm | 5:30 – 6:30pm
Thursday 10:00am – 12:00pm | 1:15 – 3:15pm

Bookstore



The MLA 2019 bookstore will be available in the Coral Room across from the exhibit hall and is sponsored by Bookbound.

Wednesday 8:00am – 5:30pm
Thursday 8:00am – 4:30pm
Friday 8:30 – 11:30am

Wi-Fi

MLA is pleased to offer attendees free Wi-Fi internet access in all conference meeting rooms and exhibit space. To access the network, first select the Suburban Collection Showplace network, you will be directed to a login page where you can enter the login and password below. Please note the login and password are case sensitive.



Login: mla2019
Password: opendoors

Attendee Survey and Session Evaluations

We want to hear from you! Conference surveys and session evaluations will be sent to attendees after the event. Please plan to share your feedback with us!

Mobile App



Don't miss a thing! Download the official MLA 2019 Annual Conference App

Available on the Apple and Android app stores, just search for "MLA 2019 Annual Conference".

Get Social

Engage with MLA and your colleagues on social media! Tag MLA in your posts:



@MichiganLibraryAssociation



@MLAoffice

Follow along on social media and make sure to tag your conference posts: #MLA19AC #OPENDOORS. The MLAgents are our social media team! They will be wearing an MLAgent ribbon on their name badge, so be sure to say hello and snap a selfie or two!

Prize Drawing

Tickets entered in the exhibitor game on both Wednesday and Thursday will be pooled into the grand prize drawing, (along with a ticket for each person registered for Friday so they can also participate) for a Kalamazoo themed gift basket and free 2020 registration. Drawing will occur right before the closing keynote on Friday. You do not need to be present to win!

Photographer

Smile, you're on camera! Thank you to David Specht from Kent District Library for providing photography service to the conference. MLA staff will also have cameras to document all the fun, but your right to privacy is important to us. If pictures aren't your thing, please get a red dot badge sticker from the registration desk. While your picture may still be taken this red dot will alert MLA not to publish these pictures in future promotional materials.

Annual Meeting

Thursday 4:45 – 5:30pm

Room: Crystal/Onyx

Join us for your association's Annual Membership Meeting where we will present MLA's year-end review and honor outgoing Board members. Please show your continued support for MLA leadership by joining us for this meeting. Annual conference registration is not required to attend the annual meeting. All members are welcome and encouraged to attend.

Code of Conduct Policy

Approved by MLA Board of Directors: March 2019

MLA is committed to providing a safe, productive, and welcoming environment for all participants and MLA staff. Participants, including attendees, speakers, volunteers, exhibitors, staff and service providers, are expected to understand and follow MLA policies and report any violations. These expectations apply to all MLA activities including those held in conjunction with MLA conferences, events and meetings, as well as online venues and social media.

Speakers are asked to frame discussions as openly and inclusively as possible and to be aware of how language or images may be perceived by others. Exhibitors in the exhibit hall, sponsor or vendor booths, or at accompanying activities are also subject to the policy.

Please contact Debbie Mikula at dmikula@milibraries.org or fill out the form on our website to report any concerns: milibraries.org/code-of-conduct

Session Handouts

Access session handouts on the web at mla.memberclicks.net/sessions. Session handouts for each breakout session are linked below the session description.

Coffee and Snack Breaks

Enjoy plenty of coffee, snacks and, of course, chocolate, and network with colleagues and exhibitors during complimentary snack and beverage breaks throughout the conference. Food and beverage will also be available for purchase during the events indicated below. Plus, don't forget to engage with exhibitors during our fun exhibitor activities on Wednesday and Thursday for the chance to win adult beverage tickets for use during Wednesday's Opening Reception or Thursday's Your Professional Connection and Poster Reception! Check out more info on the exhibitor game on page 10.

Wednesday

Coffee and Pastries

7:00 – 10:30am | Exhibit Hall Lobby
Start the day with pastries, bagels, muffins and coffee.

Cash and Carry Lunch

11:00am – 1:00pm | Fireside Lounge
Lunch will be available for purchase for those not attending the State Librarian's Lunch.

Pretzel Time Break

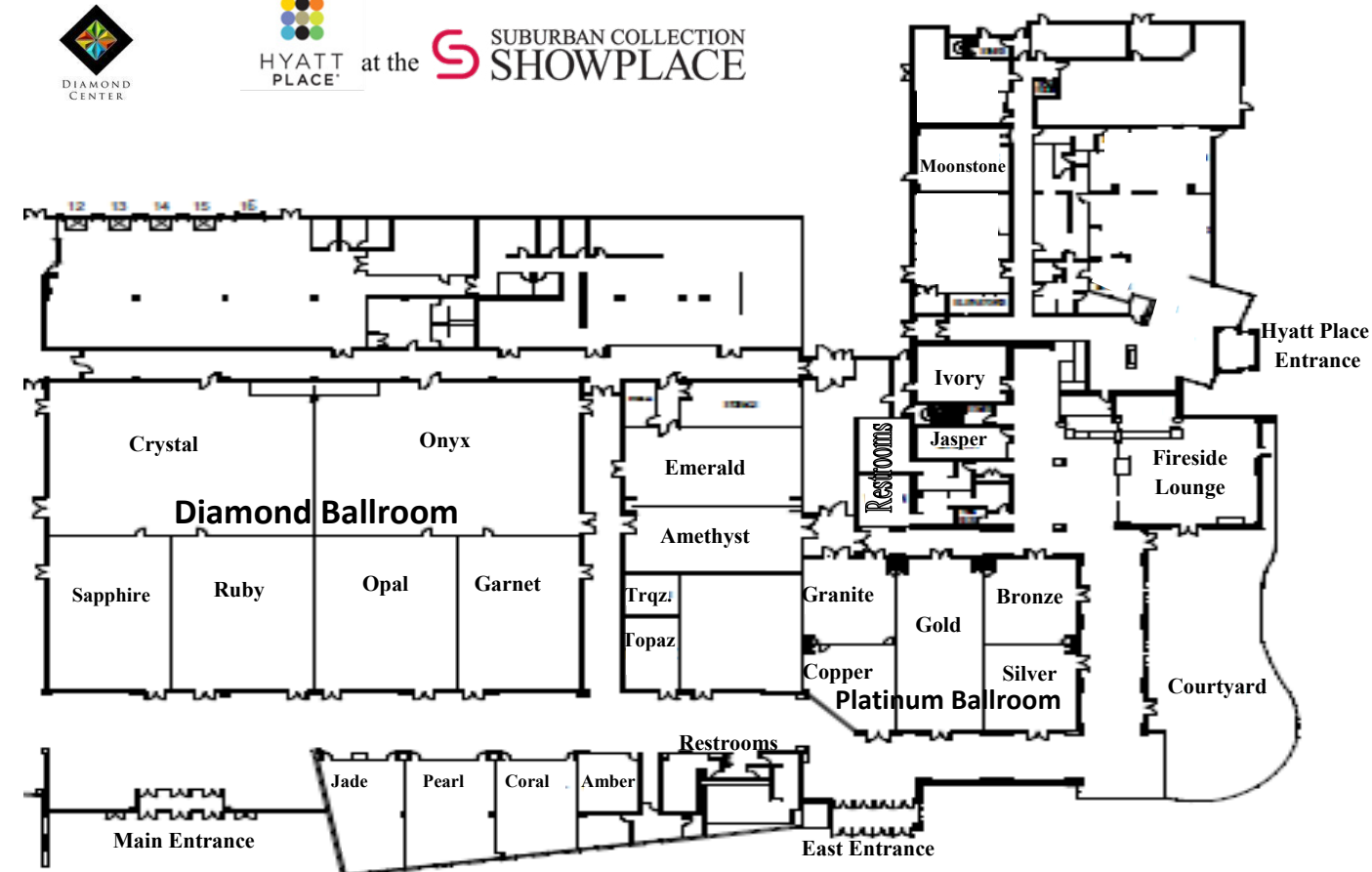
Sponsored by Emery Pratt
2:30 – 3:15pm | Exhibit Hall Lobby
Enjoy warm pretzels with nacho cheese, fudge, cinnamon cream cheese, and honey mustard with soda and bottled water.

Opening Reception

5:30 – 6:30pm | Exhibit Hall
Hors d'oeuvres and cash bar.



at the SUBURBAN COLLECTION SHOWPLACE



Thursday

Coffee and Pastries

Sponsored by Library Design Associates, Inc.
7:30 – 10:00am | Exhibit Hall Lobby and Exhibit Hall
Start the day with donuts, muffins and coffee.

Coffee!

10:00am – 12:00pm | Exhibit Hall

Seasonal Selection Break

2:00 – 2:45pm | Exhibit Hall Lobby
Apple bites, pumpkin mousse, coffee and sodas.

Your Professional Connection Reception

5:45 – 6:45pm | Platinum Lobby
Hors d'oeuvres and cash bar.

Trivia Night

7:00 – 9:00pm | Fireside Lobby and Lounge
Food and drinks available for purchase.

Friday

Coffee and Pastries

Sponsored by Mango Languages

8:00 – 11:30am | Platinum Lobby
Delicious danish, pastries and coffee.

Stop by the Conference Registration Desk for all the chocolates you can eat during registration hours!

SPECIAL PROGRAMMING AND EVENTS

Get to Know Our Exhibitors

Visit with Vendors to Win Drink Tickets!

Do you wish you could bypass the “cash” part of the cash bars? Here is your chance! Meet with vendors and learn about the exciting things they have up their sleeves to be entered to win drink tickets for the Opening Reception and Your Professional Connection Reception. Plus, you will be entered to win the grand prize of a free registration to MLA Annual Conference 2020 and a gift basket courtesy of Discover Kalamazoo!

You will be provided two voting tickets per day on Wednesday and Thursday and every exhibitor booth will have a basket to collect your vote. Conversation starters will be announced at the morning keynotes on Wednesday and Thursday morning. As you visit the vendors, make sure to ask them the conversation starter of the day and vote for your favorite answers. If you REALLY like their answer you can vote for them twice.

Each day, 25 entries will win a drink ticket for the evening's reception. Our drink ticket winners will be posted at the receptions - be sure to write your name on the back of your ticket to win! The grand prize winner will be drawn at the closing keynote on Friday.

P.S. Keep an eye out on Thursday for a bundle of balloons at the booth awarded to the vendor with the most votes on Wednesday!

#OPENDOORS Collaborative Art

#Opendoors can open minds! Come add your contribution to the MLA community art project titled “Open Doors”. As we each add our own small piece to the overall installation a vision of the wonderful statewide library ecosystem will begin to emerge. The art installation will be located in the Platinum Lobby next to the conference registration booth.

Attendee Group Photo #StrongerTogether

Join us for a group photo at 9:00am in the Crystal/Onyx room, immediately prior to our opening keynote. Be ready to hold up the #StrongerTogether spread (on page 20-21 in the book).

2019 Literary Awards Announced!

Join us at 10:15am on Wednesday, immediately following the opening keynote in the Crystal/Onyx room as we announce the winners and honor books of the 2019 Mitten, Thumbs Up! and YouPer Awards!

Yoga

Thursday _____ 7:00 – 7:45am

Friday _____ 7:00 – 7:45am

Room: Ivory

Pre-registration required

Join 2016-2017 MLA Past President Kathleen Zaenger for refreshing yoga to awaken your energy flow and keep you going all through the conference day. Please bring a mat or towel and wear comfortable clothes for stretching. Water will be provided.

State Librarian's Lunch

Wednesday _____ 12:00 – 1:00pm

Room: Crystal/Onyx

Ticketed event

Join State Librarian Randy Riley as he announces and honors the winner of the Library of Michigan Foundation State Librarian's Excellence Award.

All Conference Opening Reception

Wednesday _____ 5:30 – 6:30pm

Room: Exhibit Hall

Keep the energy and excitement of opening day going by meeting up with colleagues and friends on the trade show floor. Exchange notes on what you've seen and heard during the first day of the conference while visiting with vendors. Hors d'oeuvre stations are included and a cash bar will be available. This event is free to attend for all Wednesday conference attendees.

Deep Dive Education Sessions

Thursday _____ 2:30 – 4:00pm

Pre-registration required

Take a deep-dive into topics during extended afternoon sessions. Deep-dive sessions require pre-registration. If you would like to attend and didn't register during online signup, a waitlist will be available at the door. Please check your registration packet to confirm if you are registered for a deep-dive session.

Critical Conversations: Supporting

Diversity and Inclusion through

Discussion-Based Programming _____ Copper/Granite

De-escalation Training _____ Silver

Executive Exchange _____ Gold

Thursday Awards Lunch and Fashion Show

Thursday _____ 12:00 – 1:15pm

Room: Crystal/Onyx

MLA Awards Presentation _____ 12:30 – 12:45pm

Celebrate the winners of the Librarian of the Year, Heart of a Champion, Rising Star and Legislator of the Year Awards at the Awards Luncheon. Read more about MLA Awards on page 32.

Style in the Stacks _____ 12:45 – 1:15pm

Voting tickets available for \$10.00

Join us and watch your fellow librarians become divas of the catwalk as they model their library material creations. Purchase a ticket for \$10 for a chance to vote for your favorite style! All proceeds will support the MLA Scholarship Fund. Tickets are available for purchase at the registration desk.

Your Professional Connection and Poster Reception

Thursday _____ 5:45 – 6:45pm

Room: Platinum Lobby

This casual, inclusive reception is designed to bring emerging professionals, local MLIS program alumni and established library staff from all backgrounds together to learn about innovative new projects, network and grow professionally. Whether your goal is to make new connections, explore collaboration opportunities, or simply put faces with names, this event will help you grow your network. Appetizers are included and a cash bar will be available.

Trivia Night

Thursday _____ 7:00 – 9:00pm

Room: Fireside Lounge

Food and drink will be available for purchase

Librarians know all the right stuff, and this is your chance to prove it. Join Sporcle Entertainment in the Fireside Lounge at 7:00pm Thursday following the “Your Professional Connection Reception” to wow your friends and colleagues with the breadth of your knowledge and win prizes as well as bragging rights. Pre-formed teams of five, as well as individuals who want to join a team, are welcome!

Closing Conference Spoken Word Poetry from Artist-in-Residence Suban Nur Cooley

Friday _____ 12:30 – 12:40pm

Room: Crystal/Onyx

A poem need not be fancy or filled with complicated words, or even rhymes. Just the 'best words in the best order'

~English Poet, Samuel Taylor Coleridge

Artists are a conduit and interface between ideas and culture, and their way of thinking revolves around public spaces and presentation, aesthetics, and conveying a higher concept. The 2019 Annual Conference Work Group felt it important to not only deliver factual and informative content on diversity, equity and inclusion during our event, but also to be able to share our thoughts and feelings by including an artist-in-residence who will listen to you, engage with you, and then deliver a summary of our time together. We believe that we have found that artist in Suban Nur Cooley.

Suban is a writer, poet and editor living in the Midwest where she is a doctoral candidate at Michigan State University. Her research focuses on women of the Somali diaspora and how their identity performance is affected by memory, migration/displacement and assimilation. She is also an outstanding poet and spoken word artist that delivers a powerful, inspirational and straightforward message.

While in residence at the Annual Conference, Suban will find opportunities to listen in on the conversations and use this as a source of inspiration for the spoken word presentation she will create during her time with us. She will be taking note of the language, themes, and emotional resonances emerging from listening and then finding the ‘best words in the best order’ in which to express and convey them. Through her own creative lens, we've asked Suban to explore the intersection of diversity, equity and inclusion and how our Michigan libraries can engage with and be more reflective of their own communities.

Suban will be at our registration area where we've set up a station for her to engage one-on-one with anyone curious to talk and write poems and engage in our “Open Door” art project. In the spirit of democracy, diversity and creativity, Suban will help us embrace diversity in our libraries, believing that our work is enriched through active engagement with all who walk in our doors.

Michigan Author Award Lunch

Friday _____ 12:45 – 1:45pm

Room: Opal

Ticketed event

Join us in honoring the 2019 Michigan Author Award Winner Jaimy Gordon. Don't forget to pick up your favorite Jaimy Gordon title at the Bookbound bookstore! A book signing will follow the lunch in the Opal room from 1:45 – 2:15pm.

Coffee and Chat with MLA 2020 Work Group

Friday _____ 8:00 – 9:00am

Room: Exhibit Hall Lobby

Join the MLA 2020 Annual Conference work group and Chair Kevin King, during Friday morning coffee to talk about your thoughts and ideas for next year's event. You are invited to bring session proposal ideas if you want some feedback prior to submission, or just ask general questions about how to get involved. Representatives from Discover Kalamazoo! will also be present to talk about all the exciting things happening in their community and why #mla20ac is not to be missed!



KEYNOTE SPEAKERS



Opening Keynote With Dr. Steve Robbins

Sponsored by Library of Michigan

Wednesday, October 16 | 9:00 – 10:15am

Your Brain is Good at Inclusion... Except When it's Not

Dr. Steve Robbins provides an innovative, science-based look at the benefits of creating inclusive workplaces. Using the fields of cognitive neuroscience, socio-psychology, and communication (among others), Dr. Robbins will explore the human, hard-wired need to be valued and included – and what happens when that need is not met. He demonstrates how our brain has natural tendencies (i.e. biases) that can help us achieve goals, but also lead to unintended consequences, like the exclusion of others who are different than us. He provides listeners with terms and a language that invite people into productive conversations about inclusion and diversity. In the end, Dr. Robbins shows that the key to battling bias in organizations begins with understanding how individuals' brains operate, but ultimately requires changes in organizational patterns of beliefs and behaviors.

Often called a “diversity expert,” Dr. Robbins readily admits that he doesn't know if that's the right title. He considers himself more an experienced student of human behavior. For him, issues of inclusion and diversity are fundamentally issues of human behavior in a world filled with human differences.

His life experiences and academic background in communication science, social psychology and cognitive neuroscience are the foundation from which he crafts his talks and workshops. That foundation guides his work and allows him multiple perspectives that he brings to bear on issues of inclusion and diversity.



Thursday Morning Keynote With Lance Werner

Thursday, October 17 | 9:00 – 10:00am

Better Libraries and Stronger Communities Through Kindness, Empathy and Love

Living with kindness, empathy and love provides benefits for both the giver and receiver. Studies show that these types of expression might slow aging, decrease pain and create a higher sense of emotional warmth that reduces stress and heart-health risks. For those on the receiving end, a greater sense of inclusion and value contribute to stronger emotional brand engagement. Workplaces with a culture of kindness, empathy and love also have lower staff turnover and greater effectiveness. This culture ripples out from individuals to others in the workplace, to patrons and throughout the community. Learn how Werner created a coveted work culture at his library by implementing this mantra of kindness, empathy and love. His approach was so successful with staff that the concept was turned into a new approach to customer service, termed the “KDL Way.” Learn ways to implement this relationship-based approach at your library and create a more genuine style of management and customer service that focuses on individual needs.

Werner has served as Executive Director for Kent District Library since 2011. He received a juris doctorate degree from Michigan State University's College of Law and his master's degree in Library Science from Wayne State University (WSU). In 2018 he was chosen as Library Journal's Librarian of the Year, he was the recipient of the Joey Rodger Leadership Award from the Urban Libraries Council, Librarian of the Year Award from the Michigan Library Association (MLA), the WSU Distinguished Alumni award, and Library Journal's Mover and Shaker Award. He is currently involved in the ALA Policy Corps, WSU's Capital Campaign, MLA's Legislative Committee, and recently graduated from Michigan Political Leadership Course.



Closing Keynote With Dr. Derrick Gay

Friday, October 18 | 11:30am – 12:30pm

Re-framing Diversity for the 21st Century: Mirrors and Windows in our Library Collections

In today's interconnected world, students require cultural competency and empathy to successfully navigate an increasingly diverse, globalized, and multicultural society. In most schools, these efforts fall under the well-meaning yet often polarizing umbrella of diversity.

During this interactive keynote, Dr. Derrick Gay will reframe diversity and discuss the critical role of librarians to curate collections that provide students the opportunity to cultivate ‘Mirrors and Windows,’ where they are able to see themselves (mirrors) and connect with others who are different (windows) in meaningful ways that cultivate cultural competency, promote empathy and deepen inclusion.

Dr. Gay is an internationally recognized consultant to organizations on issues of diversity and inclusion, cultural competency, and global citizenship. He collaborates with thought leaders to cultivate cultural competency, promote empathy, and deepen inclusion. He has been featured in the New York Times, Washington Post, The Huffington Post, El Tiempo Latino and on NPR, The Brian Leher Show, and 60 Minutes. He has produced two TEDx Talks: “The Double-Edged Sword,” which explores the irony that the word diversity often undermines diversity goals; and “Why Elephants Hold the Key to Success in the 21st Century,” which explores the nature of racial discourse in the United States. Dr. Gay also advises Sesame Street, KIPP Foundation and American Montessori Society. He serves as a Board Member at the Caedmon School, Greens Farms Academy, and the National Guild for Community Arts Education. Dr. Gay is a proud graduate of Whitney Young Magnet High School; Merit School of Music; Oberlin College (BA in Romance Languages); Oberlin Conservatory of Music (BM in Opera); Columbia University (MA, Klingenstein Program, Educational Leadership in Independent Schools); and the University of Pennsylvania (Ed.D Educational Leadership).



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WEDNESDAY

7:00 – 10:30am Coffee and Pastries — Exhibit Hall Lobby
 7:00am – 5:30pm Registration Open — Platinum Lobby
 8:00am – 5:30pm Bookbound Bookstore Open — Coral
 9:00 – 9:15am Welcome and #StrongerTogether Attendee Group Photo — Crystal/Onyx
 9:15 – 10:15am Opening Keynote With Dr. Steve Robbins — Crystal/Onyx *Sponsored by Library of Michigan*
 10:15 – 10:20am 2019 Literary Awards Announced — Crystal/Onyx

AMETHYST	BRONZE	COPPER / GRANITE	EMERALD	GOLD	PEARL	SILVER
Movies out of the Mainstream	Developing Reading Booster Packs: A Multi-leveled, Multi-practice Approach Supporting Struggling Readers by Grade 3	Do you Know the ADA?	Michigan Veterans Affairs Agency and Libraries: Making the Connection	Spotlight Session with Dr. Robbins: Breaking Bad Bias	Rethinking Library Organizational Systems to Foster Community Well-being	Financing Library Construction and Improvement Projects

11:00am – 1:00pm Cash and Carry Lunch — Fireside Lounge
 11:30am – 6:30pm Exhibits Open — Exhibit Hall *Closed 3:15 – 5:30pm*
 11:30am – 12:00pm Visit with Vendors — Exhibit Hall
 12:00 – 1:00pm State Librarian's Luncheon — Crystal/Onyx
 1:00 – 1:30pm Visit with Vendors — Exhibit Hall

It's a Coder's World: Bringing Coding Education to the Library	A Plethora of Programs: 30 Programs for Children	Finding Funding for Libraries	Self-publishing and Libraries	The Other Kind of Smart: How to be Effective Using Emotional Intelligence at Work	A to Zelda: Everything you Wanted to Know About Video Games in the Library	Self-directed Training Options for Front Line Staff
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2:30 – 3:15pm Pretzel Time Break — Exhibit Hall Lobby *Sponsored by Emery Pratt*

Building Early Literacy With Text Messaging	Mental Health in Libraries: Staff Focus	Public Library Financial Management: What's new and What are the Basics Again?	Foundations of Legal Information and Research: Law for Librarians	Developing Cultural Intelligence: Where do we go From Here?	Tabletop Role-playing Games in the Library: How to Start Your Collection and Create an RPG Club and how to Hold a Successful RPG Session	Peer Navigators @ KPL
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Open Wide: Migrating to Koha	Programs, Grants, and Capacity-building: Michigan Humanities Opportunities for Your Library	Them and Us: Understanding the Roles of Municipal Officials in Public Libraries	Early Chapter Book Bonanza	The Lo-down on Collecting Locally	Tabletop Role-playing Games: Open Game Play	It's not Just 3D Printing: Cultivating a Maker Culture at Your Library
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5:30 – 6:30pm Opening Night Reception — Exhibit Hall

THURSDAY

7:00 – 7:45am Yoga and Mindfulness Wake-up — Ivory
 7:30am – 5:15pm Registration Open — Platinum Lobby
 7:30 – 10:00am Coffee and Pastries — Exhibit Hall and Lobby *Sponsored by Library Design Associates, Inc.*
 8:00am – 4:30pm Bookbound Bookstore Open — Coral
 9:00 – 10:00am Keynote Presentation With Lance Werner — Crystal/Onyx
 10:00am – 3:15pm Exhibits Open — Exhibit Hall *Closed 12:00 – 1:15pm*
 10:00 – 10:45am Visit with Vendors — Exhibit Hall
 10:00am – 12:00pm Coffee — Exhibit Hall

THURSDAY

	AMETHYST	BRONZE	COPPER / GRANITE	EMERALD	GOLD	PEARL	SILVER
10:45 – 11:45am	Me, Difficult? Nah, They're Difficult!!	Our Year of Learning on Equity, Diversity and Inclusion at Kent District Library	Cents and Census-ability: A Guide to the 2020 Census and Michigan Libraries	Understanding Organizational Theory: Increasing Dimension and Reorganizing Your Leadership		What to do With an International Collection	When Outreach Brings Them in: Teens Take Over the Library
12:00 – 1:15pm	Thursday Award Luncheon and Style in the Stacks Fashion Show — Crystal/Onyx						
1:15 – 2:30pm	Visit with Vendors — Exhibit Hall						
2:30 – 4:00pm DEEP DIVES			Critical Conversations: Supporting Diversity and Inclusion through Discussion-based Programming		Executive Exchange		De-escalation Training
3:00 – 4:00pm	Making Your Way in the World Today: Tips and Tricks to Make Them Remember Your Name	Supporting Your K-12 Students (and Teachers) With eResources From MeL		Cultivating a Crafting Community		Open Your Doors	
4:15 – 4:45pm	Advocacy Update — Crystal/Onyx						
4:45 – 5:30pm	MLA Annual Meeting — Crystal/Onyx						
5:45 – 6:45pm	Your Professional Connection and Poster Reception — Platinum Lobby						
7:00 – 9:00pm	Trivia Party — Fireside Lobby						

FRIDAY

7:00 – 7:45am	Yoga and Mindfulness Wake-up — Ivory
8:00am – 12:30pm	Registration Open — Platinum Lobby
8:00 – 11:30am	Coffee and Pastries — Platinum Lobby <i>Sponsored by Mango Languages</i>
8:30 – 11:30am	Bookbound Bookstore Open — Coral

9:00 – 10:00am
Friday Sessions Sponsored by:



10:15 – 11:15am	Decolonize Your Library	Unlock the Power of Volunteering at Your Library!	Keep Your Hands off my Millage Dollars!	LibGuides Without Borders: Using LibGuides as a Tool to Optimize Shared Governance Communication	What do Grant Funders Want?	PBS Books: Library Engagement Program and a Diversity of Programming	Beyond Legos: Ideas for Older Visual-spatial Readers
11:30 – 11:35am	Prize Drawing — Crystal/Onyx						
11:35am – 12:30pm	Closing Keynote with Dr. Derrick Gay — Crystal/Onyx						
12:30 – 12:40pm	Artist-in-Residence Spoken Word with Suban Nur Cooley — Crystal/Onyx						
12:45 – 1:45pm	Michigan Author Award Luncheon — Opal						
1:45 – 2:15pm	Michigan Author Book Signing — Opal						

WEDNESDAY

REGISTRATION HOURS

7:00am – 5:30pm

EXHIBIT HOURS

11:30am – 3:15pm | 5:30 – 6:30pm

BOOKSTORE HOURS

The MLA 2019 bookstore will be available in the Coral Room across from the exhibit hall and is sponsored by Bookbound.

8:00am – 5:30pm

7:00 – 10:30am Coffee and Pastries Exhibit Hall Lobby
9:00 – 9:15am Welcome and #StrongerTogether Photo Crystal/Onyx

9:00 – 10:15am Opening Keynote

Your Brain is Good at Inclusion... Except When it's Not

Room: Crystal/Onyx

Dr. Steve Robbins provides an innovative, science-based look at the benefits of creating inclusive workplaces. Using the fields of cognitive neuroscience, socio-psychology, and communication (among others), Dr. Robbins explores the human, hard-wired need to be valued and included – and what happens when that need is not met. In the end, Dr. Robbins shows that the key to battling bias in organizations begins with understanding how individuals' brains operate, but ultimately requires changes in organizational patterns of beliefs and behaviors.

Speaker

Steve Robbins

SL Robbins & Associate

10:15 – 10:20am 2019 Literary Awards Announced Crystal/Onyx

10:30 – 11:30am Education Sessions

Movies out of the Mainstream

Room: Amethyst

When I started working at the Ferndale Library, we had no foreign-language films. Not one. Foreign and art house films have been a passion of mine since I was a teenager, and I wanted to share that with my fellow Ferndalians. We now have a foreign-language and art house film collection that rivals any in Michigan, and certainly in our consortium. Many of these films get a limited release in U.S. theaters if at all. I personally take joy not only in giving library patrons an opportunity to view these films but also in being able to provide an audience for the films.

Speaker

Ed Burns

Ferndale Area District Library

Developing Reading Booster Packs: A Multi-leveled, Multi-practice Approach Supporting Struggling Readers by Grade 3

Room: Bronze

Michigan teachers, families, and students are under increasing pressure to demonstrate every child can read by grade three. In an effort to bridge this gap and support struggling readers, Reading Booster Packs were developed by creating ready-to-go packaged materials and activities. Programs, incentive initiatives, and reading kits have provided families and teachers within our system with a cohesive multi-leveled and multi-practice approach to help elementary students become better readers.

Speakers

Jackie Boss

Kent District Library

Ashley Smolinski

Kent District Library

Do you Know the ADA?

Room: Copper/Granite

Compliance with the ADA has proven to be notoriously complex and confusing, despite myriad regulations and technical guidance. Libraries are consistently faced with situations that fall outside of established policies. Library staff and directors are often not sure of when they can refuse or mitigate accommodations, or of how far an accommodation must go. This session uses a fun gameshow atmosphere to explore some of the most common pitfalls encountered in library accommodations and to provide tips and strategies for addressing different types of accommodation requests.

Speaker

Clare Membiela

Library of Michigan

Michigan Veterans Affairs Agency and Libraries: Making the Connection

Room: Emerald

There are over 586,000 veterans in Michigan. Do you know how to connect the veterans in your community to the resources and benefits they have earned? The Michigan Veterans Affairs Agency will provide an overview of what it means to be a veteran, what state and federal resources are available to help veterans, and what actions you can take to engage with more veterans in your community.

Speakers

Karen McCloskey

Michigan Veterans Affairs Agency

John Stauffer

Michigan Veterans Affairs Agency

Spotlight Session: Breaking Bad Bias Workshop

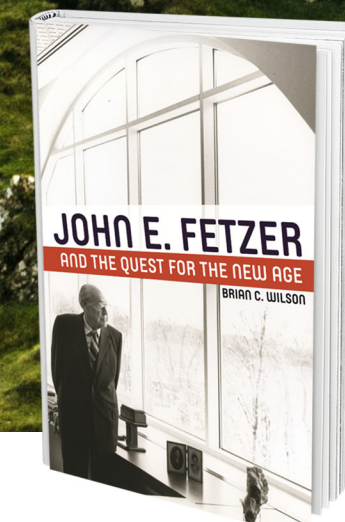
Room: Gold

Unconscious bias has gotten a bad rap! In much the same way that we stereotype people, many have stereotyped all unconscious biases as something negative, bad. The Breaking Bad Bias © workshop will clear the air and help attendees to fully understand bias from the science of human behavior and cognitive neuroscience. Such an understanding is required to

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John E. Fetzer was a philanthropist, one of America's 400 wealthiest individuals, advisor to two presidents and the owner of the World Series Detroit Tigers. What many people don't know is that he based his life on a deep spiritual and scientific exploration.

As a not-for-profit organization our sole purpose of giving away John's biography, to libraries and their patrons, is to share his life's journey as a source of inspiration and upliftment.



Love is the core energy that rules everything. It's the force field of all creation.

— John E. Fetzer

The Fetzer Memorial Trust will pay for the cost of the books and fulfillment, through June 30, 2020. To learn more about the Fetzer Memorial Trust visit www.fetzertrust.org

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begin to successfully address unconscious biases at both individual and organizational levels. The key word in that last sentence is “begin.” Merely understanding unconscious bias is not enough to take on the biases that lead to negative outcomes, like exclusion. Why? Because it’s unconscious!

Speaker
Steve Robbins
SL Robbins Associates

Rethinking Library Organizational Systems to Foster Community Well-being

Room: Pearl
The Saginaw Chippewa Tribal Libraries have recently begun a three-year IMLS National Leadership Grant-funded project to address the question: How can tribal libraries use traditional ways of knowing and being to break free of the colonialist library organizational systems that reinforce a damaging worldview? Attendees will learn about the project and have the opportunity to participate in discussion about the project and process and to share their experiences and knowledge about decolonizing and indigenizing library classification and cataloging systems.

Speaker
Anne Heideman
Saginaw Chippewa Tribal Libraries

Financing Library Construction and Improvement Projects

Room: Silver
This session will help you understand the options available to a library when the library needs a capital project. When does it make sense to use fund equity, undergo a capital fundraising campaign or borrow through bonds? This session will detail the benefits and drawbacks of all three methods and the allowable types of projects of each option.

Speaker
RJ Naughton
PFM Financial Advisors LLC

11:00am – 1:00pm	Cash and Carry Lunch	Fireside Lounge
11:30am – 12:00pm	Visit With Vendors	Exhibit Hall
12:00 – 1:00pm	State Librarian’s Luncheon	Crystal/Onyx
1:00 – 1:30pm	Visit With Vendors	Exhibit Hall

1:30 – 2:30pm Education Sessions

It’s a Coder’s World: Bringing Coding Education to the Library

Room: Amethyst
In a world where computer coding skills have become a must-have for many jobs, it is imperative that younger generations start learning coding skills now. Through programs such as Girls Who Code, introduction to Python coding class, and Coder Dojo, patrons at the Rochester Hills Public Library have multiple opportunities to learn coding skills. The presentation will allow the audience to evaluate an array of programs that can be planned.

Speaker
Tierney Czartoski
Rochester Hills Public Library

A Plethora of Programs: 30 Programs for Children

Room: Bronze
Let’s explore 30 programs for children under 12. Whether your budget is shoestring or robust, you will leave this program with a rejuvenated sense of excitement about your youth programming. Topics for programs include STEAM/STEM programs, popular character parties, art classes, holiday programs, and many more ideas. A variety of resources will be introduced and explored.

Speakers
Lisa Martin Warren Public Library
Alicia Piggott Clinton-Macomb Public Library

Finding Funding for Libraries

Room: Copper/Granite
Libraries of all kinds can benefit from diversifying their funding sources and finding ways to fill in gaps in financial support. This session will identify ten of the most important things you need to know about finding grants and demo the free Visualizing Funding for Libraries data tool, a project of the Foundation Center that won the Knight Foundation’s News Challenge on Libraries Competition in 2016. The goal of this session is to help you use this data visualization tool to find funding opportunities, increase your understanding of funding sources, and track funding trends.

Speaker
Lynn Heitkamp
Public Libraries of Saginaw

Self-publishing and Libraries

Room: Emerald
More authors are self-publishing every year, yet many librarians are still hesitant to include self-published works in their collections. In this presentation, Brian Johnston will present the findings of his survey on self-publishing, which he distributed both to library professionals and self-published authors. He will then provide information from interviews he conducted from both sides and present tips for both librarians and self-published authors on bridging the gap between the two and getting quality self-published works onto library shelves.

Speaker
Brian Johnston
Lincoln Township Public Library

The Other Kind of Smart: How to be Effective Using Emotional Intelligence at Work

Room: Gold
We all have different personalities, different wants and needs, and different ways of showing our emotions. Navigating through this all takes tact and cleverness - especially if we hope to succeed in life. This is where emotional intelligence becomes important. Emotional intelligence is the ability to recognize your emotions, understand what they’re telling you, and realize how your emotions affect people around you. It also involves your perception of others: when you understand how they feel, this allows you to manage relationships more effectively.

Speakers
Megan Buck Dickinson County Library
Lisa Waskin Superior District Library

A to Zelda: Everything you Wanted to Know About Video Games in the Library

Room: Pearl

Since the collection's inception in 2015, Kent District Library has implemented many different circulation rules to make the video game collection as accessible as possible and it has become a well-loved part of the library for kids and teens. KDL staff will discuss various aspects of including video games/consoles in the library collection from maintaining the collection to hosting competitive tournaments for all ages.

Speakers

Greg Lewis

Kent District Library

Aaron Thomas

Kent District Library

Self-Directed Training Options for Front Line Staff

Room: Silver

Become familiar with online training options for front line staff to build your own professional development program. This session will cover a broad range of topics including community organizing, working with genealogists, youth programming for 21st-century skills, and working with online resources. Get actionable recommendations for motivating, measuring outcomes, and achieving your library's strategic objectives with examples from libraries across the country.

Speaker

Jared Oates

Niche Academy

2:30 – 3:15pm

Pretzel Time Break

Exhibit Hall Lobby

3:15 – 4:15pm

Education Sessions

Building Early Literacy With Text Messaging

Room: Amethyst

TALK: Text and Learn for Kindergarten is a text messaging service that empowers parents as their child's first teacher - even busy parents who may never visit the library. TALK sends simple activities that encourage parent-child interaction and are proven to build literacy skills. The Ypsilanti District Library worked with libraries and partners across Washtenaw County to produce the service, which is funded by LSTA. Activities were reviewed for clarity and cultural competency by a group of parents in the Great Start Parent Coalition, and Washtenaw Literacy ensured the language used was accessible to parents with limited English literacy. Currently in the third year of our pilot project, we will share successes and lessons learned as we developed the service, formed community partnerships, evaluated its impact on school readiness and student outcomes, and created a product ready to be shared with other libraries.

Speakers

Lisa Hoenig

Ypsilanti District Library

Gillian Ream Gainsley

Ypsilanti District Library

Jodi Krahnke

Ypsilanti District Library

Kristel Sexton

Ypsilanti District Library

Mental Health in Libraries: Staff Focus

Room: Bronze

One in five Americans has a mental illness, many suffer from this stigma impacting how and when and where to turn for care. Unlike physical conditions, symptoms of mental health and

substance use problems can be difficult to detect. For non-clinicians, it can be hard to know when and how to step in. This session will give library staff the tools to identify when a colleague might be struggling with mental health or substance use problems and how to connect them with appropriate support and resources when necessary.

Speakers

Shantalea Johns

School of Social Work, Wayne State University

Monique Oldfield

Wayne State University Libraries

Library Financial Management: What's New and What are the Basics Again?

Room: Copper/Granite

Good financial accounting is a vital part of library management. Come learn about the revised and updated Public Library Financial Management Guide (2019) from the Library of Michigan from Alan Panter from Yeo & Yeo, who wrote the revisions. The manual covers accounting for libraries, budgeting, auditing, reporting and internal controls, as well as other topics. Session sponsored by the Library of Michigan.

Speaker

Alan Panter

Yeo and Yeo

Foundations of Legal Information and Research: Law for Librarians

Room: Emerald

We will help provide librarians with the context and background needed to approach requests for legal information with more confidence. From where, for example, does "The Law" come, and what part do people and government entities play in creating it? Which of these resources might your patrons want to use to find answers they need? What resources might help you to help them? How might you find this information without trying to memorize a never-ending list of web pages and names of print resources? Join us to learn how to think about legal reference and direct patrons through the maze of available law resources.

Speakers

Julie Clement

Michigan Supreme Court

Kim Koscielniak

Library of Michigan / State Law Library

Developing Cultural Intelligence: Where do we go From Here?

Room: Gold

In this interactive presentation, Michigan's ALA Councilor, who was present for a widely-publicized racist incident at ALA Midwinter, and an administrator experienced in equity, diversity, and inclusion (EDI) will discuss what we can learn from such incidents. The presenters will discuss the importance of cultural intelligence and responsiveness to incidents of prejudice in professional situations, interrogate the notions of civility and professional conduct, and offer tools for interrupting and engaging with uncomfortable situations.

Speakers

Jennifer Dean

University of Detroit Mercy

Amber Johnson

University of Detroit Mercy

Tabletop Role-playing Games in the Library: How to Start Your Collection and Create an RPG Club and How to Hold a Successful RPG Session

Room: Pearl

Tabletop games are growing in popularity. From web series like Critical Role and Tabletop, to television shows like Stranger Things and The Big Bang Theory, to bars with game nights, you see tabletop games everywhere. Libraries are the perfect place to bring tabletop games to a new audience. This lecture will cover tabletop board games, card games, and role-playing games, collection development, creation of programming for all ages, and material requirements. The room will remain open following the session for those who wish to participate in game demos.

Speakers

Keith Latinen

Capital Area District Libraries

Christine Martin-Resotko

Capital Area District Libraries

Peer Navigators @ KPL

Room: Silver

Learn how your library can build a coalition to provide peer navigation services at your library. Discover how KPL's peer navigation program has been a resource to staff when dealing with patrons. Hear success stories about peer navigators making connections and directing people towards a healthier path.

Speakers

Sean Harris

Recovery Institute of Southwest Michigan

Jason Knight

Recovery Institute of Southwest Michigan

Kevin King

Kalamazoo Public Library

Marsha "Shay" Pounds

Recovery Institute of Southwest Michigan

4:30 – 5:30pm

Education sessions

Open Wide: Migrating to Koha

Room: Amethyst

This session will share information about PALnet's migration to the open-source ILS, Koha, managed by Bywater Solutions. Two years post-migration, there have been valuable lessons learned. As for the future of open source, it's wide open.

Speaker

Jill Sodt

Mott Community College Library

Programs, Grants, and Capacity-Building: Michigan Humanities Opportunities for Your Library

Room: Bronze

Curious about the way your library can receive funds for programming? Ready to take part in a statewide reading program or host a traveling exhibit? Michigan Humanities staff will share highlights of seven programs and grants that are available now to Michigan libraries, offer tips for successfully applying for funding, and answer your questions about eligibility, timelines, and other important details. Through grants and collaborative programs offered across the state, Michigan Humanities provides opportunities to gain a deeper understanding of the past, the tools for stronger analysis of the present, and a more informed vision for the future.

Speakers

James Nelson

Michigan Humanities

Katie Wittenauer

Michigan Humanities

Jennifer Rupp

Michigan Humanities

Them and Us: Understanding the Roles of Municipal Officials in Public Libraries

Room: Copper/Granite

Library Boards and Directors are not always clear on the legal role that their municipalities and municipal officials can, must, or should play in the operation, governance or support of the library. We will look at the various Michigan library establishment types and discuss what role(s) municipalities and municipal officials legally play in each.

Speakers

Clare Membiela

Library of Michigan

Anne Seuryneck

Foster Swift Collins & Smith, PC

Early Chapter Book Bonanza

Room: Emerald

Are you looking for choices beyond Junie B. Jones and the Magic Tree House for your younger patrons? Join us as we discuss some of our favorite new and under-the-radar early chapter books and explore this vibrant section of publishing. Representation of books will include diverse characters as well as authors.

Speakers

Katy Kramp

Plymouth District Library

Nakenya Lewis-Yarbrough

Belleville Area District Library

The Lo-down on Collecting Locally

Room: Gold

Learn about the Library of Michigan's new local collection guidelines and how they can help you!

Speakers

Bernadette Bartlett

Library of Michigan

Matthew Pacer

Library of Michigan

Tabletop Role-playing Games: Open Game Play

Room: Pearl

Participate in game demos of popular tabletop role-playing games.

It's Not Just 3D Printing: Cultivating a Maker Culture at Your Library

Room: Silver

Time has proven that makerspaces aren't just some fleeting fad in library land. However, many libraries, especially libraries who have limited resources, get hung up on the "space" part of "makerspace". Or perhaps a library does have the space, purchased a 3D printer, and they don't know where to go from there. This session will discuss how to tie maker culture into your library's programming and services, regardless of your budget or space constraints.

Speakers

Tierney Czartoski

Rochester Hills Public Library

Jessica Parij

Canton Public Library

5:30 – 6:30pm

Opening Night Reception

Exhibit Hall

THURSDAY

REGISTRATION HOURS

7:00am – 5:15pm

EXHIBIT HOURS

10:00am – 12:00pm | 1:15 – 3:15pm

BOOKSTORE HOURS

The MLA 2019 bookstore will be available in the Coral Room across from the exhibit hall and is sponsored by Bookbound.

8:00am – 4:30pm

7:00 – 7:45am	Yoga and Mindfulness Wake-up	Ivory
7:30 – 10:00am	Coffee and Pastries	Exhibit Hall Lobby and Exhibit Hall

9:00 – 10:00am Morning Keynote

Better Libraries and Stronger Communities through Kindness, Empathy and Love

Room: Crystal/Onyx

Living with kindness, empathy and love provide benefits for both the giver and receiver. Studies show that these types of expression might slow aging, decrease pain and create a higher sense of emotional warmth that reduces stress and heart-health risks. For those on the receiving end, a greater sense of inclusion and value contribute to brand engagement. Workplaces with a culture of kindness, empathy and love also have lower staff turnover and greater effectiveness. This culture ripples out from individuals to colleagues, patrons and throughout the community.

Speaker

Lance Werner

Kent District Library

10:00 – 10:45am	Visit with Vendors	Exhibit Hall
10:00am – 12:00pm	Coffee Service	Exhibit Hall

10:45 – 11:45am Education Sessions

Me, Difficult? Nah, They're Difficult!!

Room: Amethyst

A therapist and librarian discuss how to deal with difficult patrons and co-workers in this fun and informative session. Participants will learn the unseen influences that may cause people to act difficult, how to put ourselves and others in a healthier context when we are interacting personally and professionally and will discover methods to steer uncomfortable situations with difficult people onto a healthier path.

Speakers

Casey J. Coker

Bronson Healthcare Group in the Department of Community Health, Equity and Inclusion

Kevin King

Kalamazoo Public Library

Our Year of Learning on Equity, Diversity and Inclusion at Kent District Library

Room: Bronze

Find out how Kent District Library is focusing on giving staff new experiences on equity, diversity and inclusion in their yearlong focus. This year of learning is a new format for KDL that allows us purposeful focus on one topic. A year of activities, opportunities, conversations and self-reflection are included with the purpose of staff's personal growth.

Speaker

Sara Proano

Kent District Library

Cents and Census-ability: A Guide to the 2020 Census and Michigan Libraries

Room: Copper/Granite

Library of Michigan staff will discuss Census 2020 and why it matters to Michigan libraries. Beginning with an overview of what the census is, its history and how it's collected. The Library of Michigan staff will show how and why the 2020 Census will impact our libraries and what libraries can do to help ensure that their people count.

Speakers

Evette Atkin

Library of Michigan

Clare Membiela

Library of Michigan

Joseph Hamlin

Library of Michigan

Kathy Webb

Library of Michigan

Understanding Organizational Theory: Increasing Dimension and Reorganizing Your Leadership

Room: Emerald

Join administrators from the University of Detroit Mercy for more organizational theory and its application to libraries. Using research-based literature, narratives of personal experience, and opportunities for small and large group interaction, the presenters will build on their presentation from MLA 2018, discussing what we know about organizations and how library administrators may use this knowledge in their own practice.

Speakers

Jennifer Dean

University of Detroit Mercy

Megan Novell

University of Detroit Mercy

What to do With an International Collection

Room: Pearl

New to the International Collection? Looking for help, tips or tricks? Two international collection selectors are here to guide you through the development of a new language collection. Together we'll cover everything from selecting books to choosing donations, and possible programming (such as Language and ESL Conversation Groups). We'll explore resources, starting points, challenges, opportunities and more.

Speakers

Shannon O'Leary

Novi Public Library

Daniel Patton

Canton Public Library



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Belleville Area District Library
Opening Winter 2020



Planning ■ Architecture ■ Interiors ■ Sustainable Design

When Outreach Brings Them in: Teens Takeover the Library

Room: Silver

Teens in the library has been a conference topic for as long as any of us can remember but often only as vague or broad ideas. This session will delve deeper by talking about specific programs and outreach that make it easy for the teens to decide they want to visit your buildings and what to do with them once they actually do start showing up. You can get 90 teens to “drop-in” to a program and you can handle it, too!

Speakers

Erin Durrett Clinton-Macomb Public Library
Brittany Wesner Clinton-Macomb Public Library
Colleen McWhinnie Clinton-Macomb Public Library
Amy Young Clinton-Macomb Public Library

12:00 – 1:15pm	Awards Lunch and Fashion Show	Crystal/Onyx
1:15 – 2:30pm	Visit with Vendors	Exhibit Hall

2:30 – 4:00pm Deep Dive Sessions

Critical Conversations: Supporting Diversity and Inclusion through Discussion-based Programming

Room: Copper/Granite

What are effective ways for libraries to facilitate open conversations about race, ethnicity, gender and social justice? The Michigan State University (MSU) Libraries have cultivated strategic partnerships to facilitate community conversation about civil and human rights, including the contributions and experiences of local refugees. Examples of award-winning programs and tips for developing and nurturing partnerships to support diversity, equity, and inclusion will be shared. In this discussion-based session, participants will also share their own ideas for facilitating community conversations about diversity, equity, and inclusion.

Speaker

Sharon Ladenson
Michigan State University

De-escalation Training

Room: Silver

Being able to de-escalate and defuse situations is an extremely helpful skill. Communication is key. Through resolving situations using only words, it prevents physical altercations and potential harm for all sides involved. Participants will walk away with specific techniques to create calm and defuse the situation.

Speaker

Sojourner Jones
Northeast Guidance Center

Executive Exchange

Room: Gold

Libraries are confronting shifting demographics across Michigan. It is imperative for library leadership to create an inclusive environment that is welcoming in all areas - race and ethnicity; culture and language; age and generational differences; gender and sexual orientation; neurodivergence and cognitive function; different experiences, types of intelligence and values. Executive Exchange will provide a chance for library leadership to discuss in small group interactions.

3:00 – 4:00pm

Education Sessions

Making Your Way in the World Today: Tips and Tricks to Make Them Remember Your Name

Room: Amethyst

The first impression you make on a potential employer is your resume and cover letter. Are you making them remember your name? In this interactive session, we will look at examples of good and bad cover letters and resumes and what to do and what not to do. Discover what an interviewer is looking for when they say certain things in a job ad and how you can adapt your materials to show you are the best candidate. Attendees are encouraged to bring resumes, cover letters, questions and a spirit of fun.

Speaker

Jill Sodt
Mott Community College Library

Supporting Your K-12 Students (and Teachers) with eResources From MeL

Room: Bronze

Looking to connect with your local media specialist and teachers? The eResources in the Michigan eLibrary offer a way to do just that! There is a wealth of content available for educators to use in the classroom and Ann Kaskinen, MeL's K-12 Engagement Specialist, will show you how to support your local educators by connecting MeL content to curriculum standards. This session is ideal for both new and experienced users of MeL who are looking to connect with their local educator community.

Speaker

Ann Kaskinen
Midwest Collaborative for Library Services

Cultivating a Crafting Community

Room: Emerald

Beginning with crochet classes in 2017, the Clinton-Macomb Public Library has tried to position themselves as a hub for crafters. They aim to build skills, offer lifelong learning opportunities, and connect their community through craft. This presentation will cover programming options, ways to promote your physical and digital collections, and foster connections in your community both inside and outside your building.

Speakers

Meghan Mott Clinton-Macomb Public Library
Celia Mulder Clinton-Macomb Public Library

Open Your Doors

Room: Pearl

This session reviews the various tools and tactics that libraries are using to move beyond their physical space in order to reach readers and patrons in the current world of instant access and increasing online competition.

Speaker

Timothy Turner
EBSCO Information Services

4:15 – 4:45pm	Advocacy Update	Crystal/Onyx
4:45 – 5:30pm	Annual Meeting	Crystal/Onyx
5:45 – 6:45pm	Your Professional Connection Reception	Platinum Lobby
7:00 – 9:00pm	Trivia Party	Fireside Lounge #MLA19AC

POSTER PRESENTATIONS

Join poster presenters at the Your Professional Connection and Poster Reception on Thursday, October 17 from 5:45 - 6:45pm in the Platinum Lobby.

No Reservation Recommendations

As a director, to whom do you turn when you need recommendations for auditing services or a plumber or project management software? Our "No Reservation Recommendations" website will provide you with more vendor options in more categories and arranged by cooperative boundaries; the best part: recommendations will come from your trusted colleagues.

Presenters

Rebecca Higerson Brandon Township Public Library
Shauna Quick Brandon Township Public Library

One Thing, Two Things - It's a Library of Things!

At Mott Community College, we want to offer our students more than just books and databases. We're always looking for creative ways to expand what we can offer through the library. One enthusiastic and creative librarian decided to take advantage of the college president's mini-grant program and develop a Library of Things. See how Phase I has developed at Mott Library.

Presenters

Jill Sodt Mott Community College
Jessica Himsted Mott Library

Alzheimer's Kits in the Library

Alzheimer's Disease progressively and irreversibly carves away a person's precious lifetime of memories. However, studies show that many seniors with dementia achieve greater focus and show fewer signs of irritability doing activities like those included in the Alzheimer's Kits. In this session, those who work in libraries can learn how to create their own Alzheimer's Kits.

Presenters

Lynn Bieszka Warren Public Library
Paul Konkolesky Warren Public Library, Civic Center Branch

National Teen Lock-in: Engage Your Teens Every Summer

Looking for a way to engage your teen patrons? Each year the National Teen Lock-in shares resources on how to host your own program and includes planned activities such as Live YA Author Chats, Minute to Win It, Photo Scavenger Hunt, online connections with other libraries, gaming, crafts and more. The NTL supports libraries that participate every year and encourage new libraries to support their teen community.

Presenters

Erin Durrett Clinton-Macomb Public Library
Dawn Iocca Jackson District Library

Escape Rooms @ Your Library

Interested in hosting an escape room at your library? The Adrian District Library has hosted three successful escape rooms. Come see our process, from picking a theme and writing clues to setting up the room and managing the program on the event date.

Presenter

Jennifer Noble
Adrian District Library

Artist Trading Cards: Making, Swapping and Connecting Library Patrons Through Art

As a community-hub, libraries are ideal places to offer opportunities in artistic exploration and enrichment. Consider offering an Artist Trading Card making session and then participate in the Libraries Across America ATC Swap. This poster introduces the swap as well as ideas for getting started, including resources to world-wide ATC communities, display ideas, involving local art organizations, and tips for hosting your own workshop and/or swap.

Presenter

Mary Robinson
Novi Public Library

School of Information Sciences Video Projects Analysis

Allia McCoy discusses her LIS journey making marketing and engagement videos for Wayne State University. Allia aims to discuss what's working and what is not in our video projects when working with technical and time constraints. She creates video content to positively represent SIS and to recruit students from historically under-represented backgrounds.

Presenter

Allia McCoy
Wayne State University

Using Google Translate in Cataloging

With limited staffing in cataloging and a robust global collection policy, original cataloging in many different languages is a huge challenge. One tool to use is Google translate. This poster illustrates how this tool benefits my cataloging in different languages.

Presenter

Xiaoming Xu
Andrews University

Working in a Prison Library

Ever wonder what it was like to work in a prison library? This poster session will answer your questions about library values in a prison setting, what rules must be followed, the safety precautions taken, and how the library can help a prisoner's situation.

Presenter

Sarah Rick
Michigan Department of Corrections

FRIDAY

REGISTRATION HOURS

8:00am – 12:30pm

BOOKSTORE HOURS

The MLA 2019 bookstore will be available in the Coral Room across from the exhibit hall and is sponsored by Bookbound.

8:30am – 11:30pm

7:00 – 7:45am Yoga and Mindfulness Wake-up Ivory
8:00am– 11:30pm Coffee and Pastries Platinum Lobby

9:00 – 10:00am Education Sessions

Decolonize Your Library

Room: Amethyst

When you think of a Native American, what image comes to mind? Maybe your brain conjures up a scene from *Dances with Wolves* or Disney's *Pocahontas*? Despite America's love affair with a buckskin-clad warrior with a bow and arrow, these stereotypical representations of indigenous communities are actually inaccurate, racist, and extremely damaging. In this session, attendees will be given the tools to "decolonize" their library and find new ways to showcase work by Native authors and artists in a way that celebrates the indigenous identity.

Speaker

Randi Dalton

Caro Area District Library

Unlock the Power of Volunteering at Your Library!

Room: Bronze

Unlock the power of a well-run volunteer program and watch your library benefit! Are you overwhelmed trying to fit managing volunteers into your busy day? This session will give you ideas and tools to help with recruitment, organizing your volunteer team schedule, retention, recognition and also incorporating opportunities for adults with special needs. Volunteers can be a very valuable asset to your library, turning into ambassadors promoting the library, so come and learn how to create an effective volunteer program!

Speaker

Lori Morris

Orion Township Public Library

Keep Your Hands off my Millage Dollars!

Room: Copper/Granite

Public libraries depend on their millage dollars, but taxing authorities like Downtown Development Authorities can capture these funds. That is until MLA lobbied to protect those millage dollars with the passing of Public Acts 505-510 of 2016. Hear the harrowing tale of Capital Area District Libraries fight to inform the public, their municipalities and protect their millage dollars.

Speaker

Scott Duimstra

Capital Area District Libraries

LibGuides Without Borders: Using LibGuides as a Tool to Optimize Shared Governance Communication

Room: Emerald

LibGuides have been used for information literacy, library assessment, and collection management. LibGuides have served as the tool to build whole library websites, but there is little literature on the use of the LibGuide as a solution to campus challenges external to the library. In 2017, the University of Detroit Mercy launched a new website. While it serves to market the university to potential students, it is lacking in other areas. The presenters describe how a LibGuide added value to the University and solved a campus-wide communication problem involving shared governance.

Speakers

Jennifer Dean

University of Detroit Mercy

Julia Eisenstein

University of Detroit Mercy

What do Grant Funders Want?

Room: Gold

How can you meet grant funder expectations when you apply for a grant? Come learn about how the grant application and review process work and how that impacts your interactions with potential funders. Bring grant ideas to discuss and learn good grant application habits.

Speaker

Karren Reish

Library of Michigan

PBS Books: Library Engagement Program and a Diversity of Programming

Room: Pearl

PBS Books launched a pilot Library Engagement Program in Spring 2019. Learn about how it developed, hear about various success stories from big to small libraries across the country (to right here in Michigan), engage in conversation about strategies to connect with your PBS local station, and find out how to get involved to take advantage of the free PBS Books resources being offered. Also, get a sneak preview into what's on the horizon at PBS Books and have an opportunity to provide feedback about what your community needs!

Speaker

Heather Montilla

PBS Books

Beyond Legos: Ideas for Older Visual-spatial Readers

Room: Silver

Looking for something beyond Legos for your older readers? Random House author Shelley Pearsall will share two of her middle-grade novels and show how youth librarians can use them in creative ways to inspire visual-spatial readers. *All of the Above* and *The Seventh Most Important Thing* are both ALA Children's Notable Book selections. In both books, the characters create truly spectacular structures - yes, without Legos! The session will include specific library-based activities to take home, as well as a

discussion of other engaging titles for this audience. Get a sneak peek at Shelley's upcoming novel, *Things Seen From Above* (2020) about a Michigan boy with a birds-eye view.

Speaker

Shelley Pearsall

Random House and Hachette Books author

10:15 – 11:15am

Education Sessions

The Role of the Public Library Social Worker: An Exploratory and Ethnographic Study

Room: Amethyst

This presentation explores the experiences of the social worker employed in the public library system. Using an exploratory/ethnographic approach, the presenter will "tell the stories" of social workers in public libraries in three U.S. cities: Long Branch, NJ, San Francisco, CA, and Brooklyn, NY. Data in the form of individual and focus group interviews with the social workers, their supervisors, and their colleagues will ascertain and evaluate the challenges and benefits related to the role, duties, and tasks assigned to these employees. Recommendations to public library personnel interested in hiring social workers will be presented.

Speaker

Mark Giesler

Saginaw Valley State University

MeL eResources, Connecting Your Community to High-quality, Reliable Information

Room: Bronze

Join members of the MeL team as they share details about MeL's new site, eResources and the new engagement specialists. Looking for tips and tricks? The team has best practices for making the most of the content and new tools as well as ways to integrate MeL into your daily work. Join along as Explora for public libraries and EBSCO eBooks are demoed and participate in a quick digital scavenger hunt for a chance to win prizes! This session is ideal for both new and experienced users of MeL eResources.

Speakers

Liz Breed

Library of Michigan

Theresa Runyan

Midwest Collaborative for Library Services

Spotlight Session - Code Switching: In Other Words

Room: Copper/Granite

"Do you kiss your mom with that same mouth?" or "What would Professor [so and so] say if they heard you talking like that?" Code switching is something we do on a regular basis, and often times, we are not even aware that we do it. For some of us, however, the switch happens more often than for others, and for different reasons. During this session, we will define the act of code switching, the act of moving between two languages or varieties of language and attempt to explain why it is not only an attempt to be politically correct but a necessity in library services.

Speakers

Janelle Manuel

Wayne State University

Matthew Wisotsky

Wayne State University

Serena Vaquilar

Wayne State University

#OPENDOORS

Upgrading our Privacy Advocacy in the Age of Big Data

Room: Emerald

This program will help library professionals get a better understanding of ways to improve their own privacy practices as well as educate our communities on how to keep their digital data secure. Learn about the current state of surveillance technology and how to be aware of the ways this kind of aggregation of personal data affects everyone. Additional discussion will include how to advocate for privacy through public policy.

Speaker

Kristy Cooper

Canton Public Library

Podcasting for Libraries

Room: Gold

Libraries can—and many already do—use the podcast platform as an efficient and easy method to share news and information, promote programs and services, and distribute other important content to their patrons. Come learn the details that will help you produce, record, and deliver your own podcasts from a library that has found success in this media.

Speakers:

Kristin Shelley

East Lansing Public Library

Andrea Smiley

East Lansing Public Library

Making Without the Space: Circulating STEM Kits

Room: Silver

Like many small libraries, the Georgetown Township Public Library does not have room for a makerspace, and the sole program room is not big enough to host large group STEM programming. With the help of a grant from IEEE, GTPL created a collection of 15 STEM kits that can be checked out for one week and completed at home. The collection includes projects for chemistry, biology, coding, engineering and math. In this session, Kaelyn Christian will offer a template for building your own circulating STEM collection, ideas for projects and a budget breakdown for our collection. Participants will also have a chance to brainstorm kit topics and projects during the presentation.

Speaker

Kaelyn Christian

Georgetown Township Public Library

11:30 – 11:35am Prize Drawing Crystal/Onyx

11:35am – 12:30pm Closing Keynote

Reframing Diversity for the 21st Century: Mirrors and Windows in our Library Collections

Room: Crystal/Onyx

In today's interconnected world, students require cultural competency and empathy to successfully navigate an increasingly diverse, globalized, and multicultural society. In most schools, these efforts fall under the well-meaning yet often polarizing umbrella of diversity.

Speaker

Dr. Derrick Gay

12:30 – 12:40pm Artist-in-Residence Crystal/Onyx

12:45 – 1:45pm Michigan Author Award Luncheon Opal

1:45 – 2:15pm Book Signing with Jaimy Gordon Opal

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MLA Annual Awards

Libraries are the cultural hubs of our communities, providing vital access to information, encouragement of new readers and support for lifelong learners of all ages. Through the Annual Awards Program, the Michigan Library Association proudly recognizes the importance and value of the library profession – not only for their work to build and grow a reading public, but for the ways libraries transform individuals and advance community progress. Awards of excellence are presented every year to Michigan library staff and supporters at the MLA Annual Conference and have been selected from the membership by the dedication and hard work of a peer review committee.

Award winners will be announced on Thursday, October 17 at the Annual Awards Luncheon. Below are the three annual award descriptions that will be presented.

Librarian of the Year – sponsored by the Walter H. Kaiser Fund

For more than 30 years, the Librarian of the Year Award has recognized a librarian's outstanding contributions and accomplishments to the library community over a long period of time. Winners of this award provide innovative library service to his or her community and promote collaboration among libraries. The Librarian of the Year shows evidence of personal and professional achievement as well as initiative and creativity. They are leaders who provide cutting edge ideas that inspire people.

Heart of a Champion – sponsored by the Walter H. Kaiser Fund

The Heart of a Champion Award was established in 2012 to recognize a library supporter who has shown an exceptional commitment to libraries and/or the library profession. Award recipients will show their support to the library profession through continued advocacy, supporting or providing funding for the local library, or continued support of Michigan Library Association activities.

Rising Star

Established in 2012, the Rising Star Award recognizes a librarian who shows leadership early in their career. While new to the profession, they expand the role of librarian through being forward-thinking and moving libraries into the future. Winners of this award will be energetic efficient librarians who push the boundaries of originality and creativity. They will help to establish a library culture that sets high expectations, promotes learning, and creates understanding of the library as an integral part of the community.

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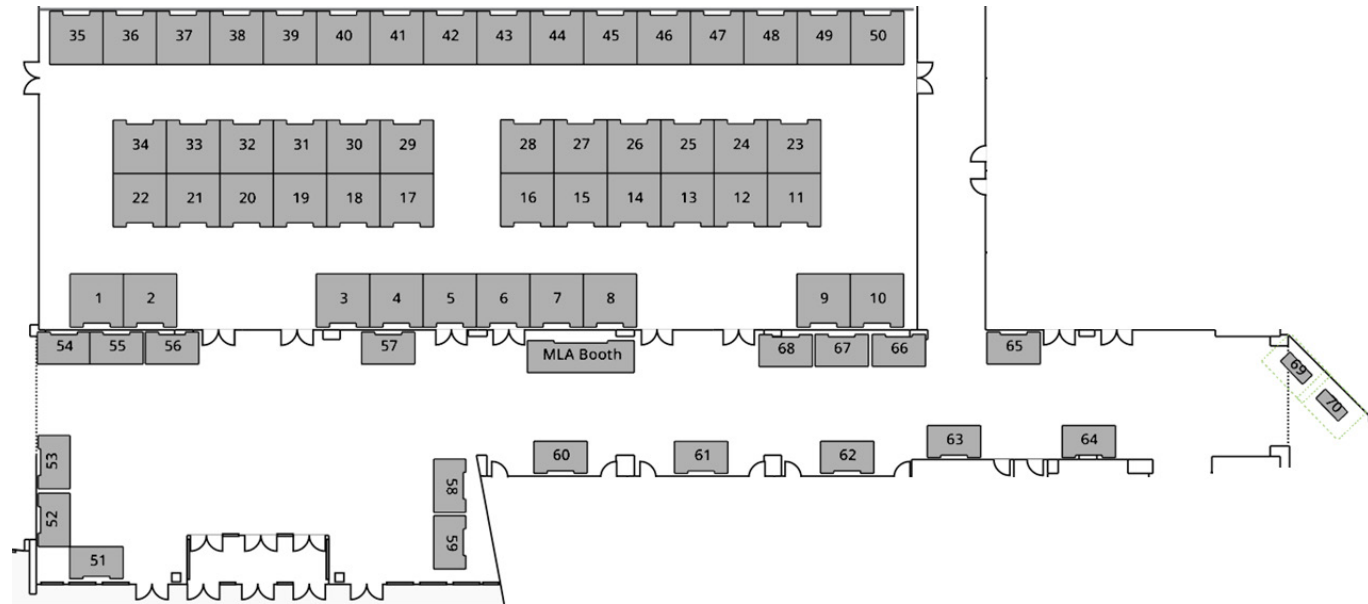
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UPCOMING MLA EVENTS

Spring Institute for Youth Services

MARCH 19-20, 2020 / ANN ARBOR

Join us March 19-20, 2020 in Ann Arbor for Spring Institute, Michigan's premier annual education event for youth library staff. This two-day conference brings together more than 200 children and teen services staff to share, discover and experience best practices. Formal sessions and vendor exhibits combine with networking and social activities in a fun and collaborative learning environment.

Leadership Academy

MARCH 3-4, 2020 / AUBURN HILLS

MAY 11, 2020 / GRAND RAPIDS

AUGUST 7, 2020 / LANSING

OCTOBER 27-28, 2020 / KALAMAZOO

The Michigan Library Association's Leadership Academy has a strong history of providing leadership training to librarians across the state and offers the kind of information you wish you could have learned at library school. In the process, you will develop a cohort of colleagues from across the state to call on for support and inspiration as you navigate your way throughout your career. A variety of topics are presented over five days and cover everything from leadership fundamentals to successfully managing the politics inherent in every library position.

Coaching and Evaluating Staff

APRIL 3, 2020 / FLINT

Are you prepared to manage? This workshop is about setting expectations and working with employees to bring out the best of their abilities. It will also cover how to develop and administer a clear evaluation process.

Community Collaborations 2020

APRIL 20, 2020 / JACKSON

The Library as a Social Service Nexus: Homelessness, addiction, housing, domestic violence all require resources. How can your librarians learn about the agencies and services available to provide the best resources to your patrons?

Advocacy Day

APRIL 22, 2020 / LANSING

Please join the Michigan Library Association (MLA) and library staff from across the state as we converge in Lansing to voice support for policies and funding that support our statewide library community. The schedule will include a morning session to gear-up for the day and will conclude with personal appointments with your legislators, and photo-ops at the state Capitol building.

By coming together collectively we can promote our libraries in a visible way, and by our numbers, show the importance of

libraries from all corners of Michigan. Face-to-face discussion is the most effective means of communication and together we can help set a foundation of a great working relationships with your representatives. While this event is important, it is only a one-day meeting, and MLA hopes you will use this as a launchpad to open an ongoing line of dialog with your elected officials going forward.

How to Advance Your Career

MAY 1, 2020 / TRAVERSE CITY

Presenting yourself to others as an accomplished, capable, smart and skilled person can help you advance in your career. Whether that advancement is at your current library or a new one, learn how to use self-awareness and emotional intelligence to promote your authentic self. Learn how to get support from others in your network by showing how you value your relationships and the good work you do.

Dismantling Institutional Racism

MAY 15, 2020

Libraries are crucial to our communities and even the smallest facets of our operations can have a lasting effect on our patrons. As we look at the world around us and think about our part in it, are there ways we can make changes that will ripple outward? We know that librarianship is overwhelmingly homogeneous and often lack experience in talking about race and other "difficult" topics. Many of us want to see libraries be more diverse but wonder how we can make a difference when as individuals we are part of the majority.

In this workshop, we will look at how libraries and library workers can reassess our systems to identify the ways in which these systems have often upheld racist, colonialist, patriarchal, heteronormative, ableist, and classist values. These systems have evolved over time but, like our larger society, still contain many problems that actively hurt individuals in our communities. How can we change these systems to make them less oppressive?

Executive Summit

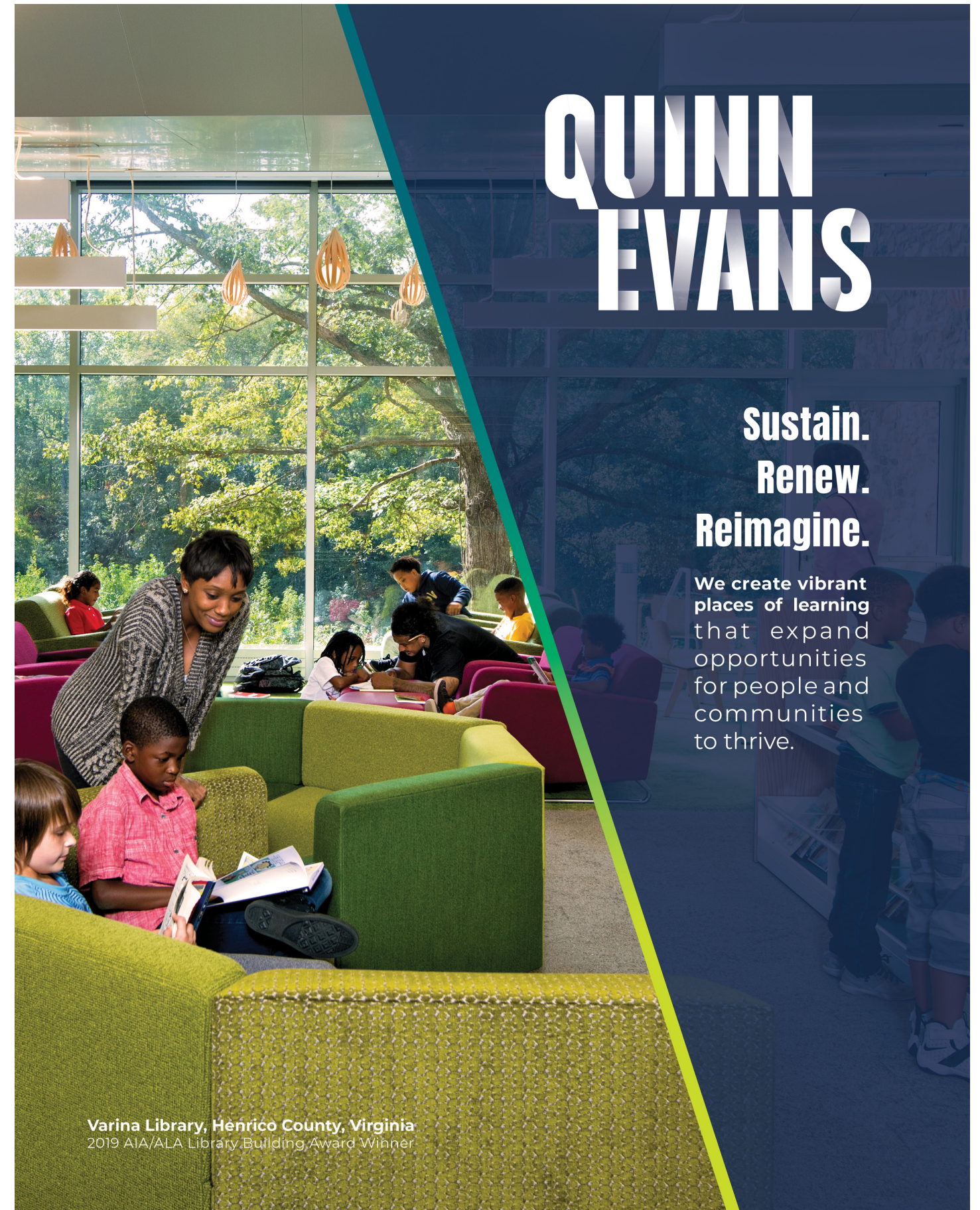
MAY 29, 2020 / SOUTHFIELD

The most inexpensive way to make your library a success is to have a strong and positive organizational culture. The key is knowing what good organizational health is and how it plays a crucial role in shaping behavior in the library. How can leaders identify and transform their organizational culture?

Annual Conference 2020

OCTOBER 28-30, 2020 / KALAMAZOO

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Varina Library, Henrico County, Virginia
2019 AIA/ALA Library Building Award Winner

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In the end, we share the same goals for success.
Let's achieve them together.

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