



CARLA HAYDEN IS SWORN IN AS THE 14TH LIBRARIAN OF CONGRESS.....PHOTOGRAPH: PABLO MARTINEZ MONSIVAIS/AP

REMCo
Exciting information
about REMCo and its
members

FALL 2016

IN THIS ISSUE

Greetings from the Chair....

by Shamella Cromartie, MLS

Allow me to take this opportunity to thank you for choosing to be a part of our section. Your support and your success are equally important to us as we go about the work of enhancing our section and its offerings.

We are beginning work on a REMCo Scholarship for students enrolled in North Carolina Library Schools. An ad-hoc committee has been formed and is diligently working on forming this endeavor.

The Executive Board will begin a membership drive in October to grow our membership and spread our mission of equity and positivity among the profession, as well as to advocate for you. Stay tuned to your email for more details on REMCo happenings.

Finally, we would be remiss not to mention the recent accomplishment

of Dr. Carla Hayden. Carla Hayden made history when she was sworn in as the United States' 14th librarian of Congress on September 14, 2016. This appointment is monumental for the profession and directly relevant to the mission of REMCo. In stark contrast to Dr. Hayden's 13 predecessors, all of whom have been white men, Dr. Carla Hayden is an African American woman.

As REMCo members, let us go about our work with a sense of accomplishment knowing that the highest librarian in the land shares with us a common bond as an ethnic minority in librarianship. Truly, there are no boundaries for us in the field.

Best wishes in all your endeavors,

Shamella



Featured Article:

Linwood Webster speaks on Recruiting Underrepresented Populations to the library profession.



Sherwin Rice

Past NCLA President Sherwin Rice shares the ways in which libraries are involved in the upcoming election.

Welcome from the Vice-Chair

by Jewel Davis, MLS

Greetings REMCo members:

We are in a time of change and challenges. Libraries around our nation are changing to better reflect their user needs, and we are all preparing to choose our next local, state, and national leaders. With past legislation and recent turmoil affecting North Carolina, we are being challenged locally to ask ourselves, what libraries can do to provide access, information, and resources to patrons who need safe spaces and fair-minded interactions?

With change and challenge comes opportunity. As librarians and members of REMCo, we have the honor of serving a diverse range of groups and individuals, and we must ensure that we continue to respond to all groups, especially underrepresented ones. REMCo is committed to continually asking what we can do to better represent and serve groups whose voices need to be heard, and we are committed to providing opportunities for our members to learn about issues, discuss what matters, and take action in promoting positive



change. As we continue to plan programs and the upcoming biennial, please share with us the issues that matter to you and the ways in which we can continue to provide relevant programming and opportunities.

Librarians and the Upcoming Election

by Sherwin Rice, MLS

On November 8, 2016 Americans will have the opportunity to decide the direction our nation will take for years to come. The 2016 national election will have far reaching implications regarding the composition of the Supreme Court, who will be allowed to enter the United States and under what conditions, international trade, the war on terror, etc. With so much at stake it is important that citizens make informed choices.

In this information age with 24 hour news channels, social media, print media, etc. it's difficult to clearly understand the issues from

a nonpartisan position. This is where libraries come into play. Libraries across the nation have collections of materials in various formats examining the vital issues of today and the future. These collections provide contextual information that is rarely presented in slanted news coverage, 30 second political ads, tweets, and Instagram or Facebook posts. Library collections permit patrons to investigate the issues that are important to them and cast their ballot with the best information possible. Libraries provide neutral

sites to host community forums and even serve as voting locations.

Inherent in the duties carried out by collection development, librarians need to put aside personal views and provide information that empowers patrons on all sides of issues. The American Library Association's Library Bill of Rights addresses this obligation. As Election Day draws near, librarians have the awesome opportunity to help shape our nation's future.



Recruiting and Retaining Students from Underrepresented Communities to the Library Profession

by Linwood Webster

Recruiting and Retaining Students from Underrepresented Communities to the Library Profession has emerged as a very pertinent topic in today's multicultural society. I believe both personally and professionally that there are critical components, and next steps in the recruiting and retaining process. I believe the critical components of communication, education, and obligation will dictate the desired outcomes, the needed results when it comes to recruiting and retaining students from underrepresented communities to the library profession.

The first critical component in recruiting and retaining students from underrepresented communities to the library profession is communication. Librarians, especially minority librarians, are "Story Tellers." As "Story Tellers" and through communication, librarians need to tell their stories and share their journey, both personal and professional. Professional minority librarians especially need to be transparent and need to paint a vivid picture to underrepresented communities of how they found their passion, their calling in becoming a

librarian, and more importantly why they are committed to the library profession. Through communication, there is an expectation that minority librarians hold true to the "Each One Reach One Teach One" principle. Minority librarians have a responsibility to inform the next generation of underrepresented populations on the value of the library and the resources and riches within the library. At the same time, librarians, especially minority librarians, must be bridge builders and never stop building bridges in their efforts to close the digital divide as it relates to underrepresented populations and communities.

Another critical component in the recruiting and retaining of students from underrepresented communities to the library profession is education. Libraries and librarians are often referred to as Gatekeepers to the storehouse of information, vast amounts of data and knowledge, and as the old saying goes, "Knowledge is Power." In the learning communities of grades K-12, college campuses, and community settings, librarians, especially minority librarians, have a responsibility to educate all students, especially students from underrepresented communities. Minority librarians play a key role in unlocking the gate to the learning

process for so many youth, students, and community individuals.

The last critical component in recruiting and retaining students from underrepresented communities to the library profession is obligation. Librarians, especially minority librarians, have the ethical obligation to hold library directors, HR "decision makers" and all librarians accountable. Individuals involved in the hiring process need to make concerted efforts to find qualified minorities in the applicant pool. All librarians should be working together to promote librarianship as a career in underrepresented communities. Promoting careers in librarianship will lead to a more diverse applicant pools. With the increased pool of diverse applicants, hiring managers need to be held accountable in offering tenure track positions to equally qualified minority Librarians.



Libraries and librarians, especially minority Librarians, have evolved over the years, and have the ability to impact learning environments and communities well into the future. Libraries and all librarians provide access to information and knowledge that can create life changing opportunities and experiences. Through the creation of a unique user experience, libraries and all librarians need to deliver multicultural programming that will invite its community members to be and stay fully engaged, loving to learn, and becoming lifelong learners.

Be a part of the conversation! Recruiting Underrepresented Populations to the Profession will be held October 14th at Elon Univeristy. For more information visit:

<http://www.nclaonline.org/remco/>

Registration form at newsletters end.

Member News

by REMCo



Alan R. Bailey recently completed his term on the 2016 Caldecott Medal Selection Committee. Named in honor of nineteenth-century English illustrator Randolph Caldecott, the Caldecott Medal is awarded annually to the artist of the most distinguished American picture book for children. This year’s winner was announced at the American Library Association (ALA) Youth Media Awards on January 11, 2016 during the ALA Midwinter Meeting & Exhibition in Boston.

The 2016 Caldecott Medal for the most distinguished picture book was awarded to Sophie Blackall for “Finding Winnie: The True Story of the World’s Most Famous Bear,” written by Lindsay Mattick. Four Caldecott Honor Books also were named: “Trombone Shorty,” illustrated by Bryan Collier, written by Troy Andrews; “Waiting,” illustrated and written by Kevin Henkes; “Voice of Freedom: Fannie Lou Hamer, Spirit of the Civil Rights Movement,” illustrated by

Ekua Holmes, written by Carole Boston Weatherford; and “Last Stop on Market Street,” illustrated by Christian Robinson, written by Matt de le Peña.

Bailey noted, “Children’s literature has been a lifelong passion of mine, and serving on this prestigious committee was both an honor and privilege.” Alan Bailey currently serves as Associate Professor & Head of Services of J.Y. Joyner Library’s Teaching Resources Center on the campus of East Carolina University.

Hot off the Press.....



New Publications from Jewel Davis, Vice Chair of REMCo and Forrest Foster, Co-Director of REMCo

Davis, J. (2016). Selecting and Teaching Technologies. In S. Rice & M. Gregor (Eds.), *E-Learning Innovations in Academic Libraries*. Jefferson, NC: McFarland Press.

Foster, F., Leak, C., & Martin, T. (2016). Event Planning In the Library: The Open Mic Experience. *The Active Librarian*, 2 (1).

Foster, F., Leak, C., & Martin, T. (2016). Information Literacy & Meta literacy are the Ties That Binds Librarians and Athletic Coaches. In C. Smallwood (Ed.), *Technology Use Instruction in Libraries for Staff, Patrons, and Students*: Jefferson, North Carolina: McFarland (Forthcoming, 2017)

Culture Conversations with REMCo

by Shamella Cromartie, Jewel Davis

REMCo is proud to be undertaking a new initiative: Culture Conversations with REMCo. CCwR will be an online initiative to tackle some of the issues at the forefront of librarianship for ethnic minorities and for the diverse communities we serve. We hope that this series of web events promotes positive discussions in and around your workplaces.

We plan to invite scholars and leading experts to speak to us by web on the matters that are important to us. And even further we hope to be able to continue these conversations via the web.

Our first speaker for this series will be Dr. Adia Harvey Wingfield, Professor of Sociology at Washington University. Dr. Wingfield has written the books *Changing Times for Black Professionals* (2011) and *No More Invisible Man: Race and Gender in Men's Work* (2013). She will discuss with us matters as written in her articles "Being Black, but not too Black in the Workplace" and "The Professional Burdens of Being a Model Minority, both of which were published in [The Atlantic](#). We hope you will join us for this interactive presentation on **November 11th at 2:00 pm** via web.

Professor Sheila Kennedy, J.D., Professor of Law and Policy at IUPUI will speak with us via web on **December 1, 2016** (time to be determined), regarding "Social Justice and the Library: What's a Librarian to Do?" As we are experiencing a trying time in American history, Professor Kennedy will relate to us the issues of social justice and the ways in which libraries and librarians can support the goals of social justice.

As former director of the Indiana Civil Liberties Union, and law professor since 1998, Professor Kennedy has a vast amount of knowledge and experience when it comes to promoting social justice and the ties that bind libraries. She has co-authored the book *American Public Services: Constitutional and Ethical Foundations* (2010) and *Distrust, American Style: Diversity and the Crisis of Public Confidence* (2009).

The Executive Board hopes to "see" you online for both of these exciting conversations. Please know that these conversations are for you, thus if you have other ideas in mind about a conversation you would like us to offer, please forward those to the REMCo Executive Board. We want to hear from you!

A Quick Look at Upcoming REMCo Events

- ❖ October 14, 2016 (9:00am-3:00pm) **Recruiting Underrepresented Populations to the Profession-Next Steps with Linwood Webster**
- ❖ November 11, 2016 at 1:00 pm **Race in the Professional Workplace: A Conversation with Adia Wingfield**
- ❖ December 1, 2016 at (TBD) **Social Justice and the Library: What's a Librarian to Do?**

FEATURED SPEAKERS



Sheila Kennedy

[Sheila Kennedy](#) is a Professor of Law and Policy in the School of Public and Environmental Affairs (SPEA) at Indiana University Purdue University Indianapolis. She is a Faculty Fellow with both the Center for Religion and American Culture in the School of Liberal Arts and the Tobias Center of the Kelley School of Business, and an adjunct professor of political science.



Adia Harvey Wingfield

[Adia Harvey Wingfield](#) joined Washington University as Professor of Sociology in the fall of 2015. Professor Wingfield received a Ph.D. in sociology from Johns Hopkins University in 2004. She specializes in research that examines the ways intersections of race, gender, and class affect social processes at work. In particular, she is an expert on the workplace experiences of minority workers in predominantly white professional settings, and specifically on black male professionals in occupations where they are in the minority.

Spotlight on... Jenay Solomon, MLS

Jenay Solomon has been appointed as the 2016-2018 Diversity Resident in University Libraries.

She came to UNC at Greensboro from Lincoln, Nebraska. Jenay received her MLS in August 2015 from Emporia State University's School of Library and Information Management in Emporia, Kansas, where she was also a graduate assistant in the Library and Information Management program. She holds a Bachelor's degree in English from the University of Nebraska at Lincoln. While an undergraduate at the University of Nebraska, she worked as a student assistant to the Diversity and Instruction librarians in the Diversity department at the University Libraries for two years. She also served as a student assistant on the Reference and Information Desk.

After positive and experiences on several projects including the Nebraska College Preparatory Academy for high school seniors, Jenay decided to pursue her Master's in Library and Information Science degree. As the 2016-2018 resident, Jenay is very excited to learn and engage with faculty librarians and staff on a professional and scholarly level, and build meaningful connections to enhance her career path.



Treasurer's Report

REMC0
Exciting
information about
REMC0 and its
members

5160 Fayetteville Road
Lumberton, NC 28359

As of July 2016, REMCo has a balance of \$1,150.00. In the first quarter, REMCo spent \$226.80 on conference activities. At the end of the second quarter, REMCo earned \$25.00 in new membership.

Don't Forget to Register!

Recruiting Underrepresented Populations to the Library Profession - Next Steps



The library and librarians have both evolved over the years. Where are they now and where are they headed? As "gatekeepers" of information, all librarians, especially from underrepresented communities, have unique roles, requirements, and responsibilities as professionals. Join us as Mr. Linwood Webster moderates and explores this worthy subject with North Carolina librarians and library school students on **Friday, October 14, 2016** at **Elon University**.

Registration Information:

Register today!

ONLINE REGISTRATION

REGISTRATION FORM (PDF)

\$20 for REMCo Member (Not a member? Join now!)

\$25 for NCLA Members

\$15 for Students

\$30 for Non-Members

*Lunch is included in the cost of registration.

Program Agenda:

9:30am - Registration and Coffee

10:00am - Linwood Webster presents "Recruiting Underrepresented Populations to the Library Profession - Next Steps"

11:00am - Panel Discussion with Current Library School Students and Recent Graduates

12:15pm - Lunch and REMCo Business Meeting (All are welcome)

1:00pm - Panel Discussion - Recruitment and Retention of Underrepresented Populations to the Library Profession

2:00pm - Group Break-Out Sessions

3:00pm - Discussion of Action Items

3:30pm - Closing

Contact Gerald Holmes at gvholmes@uncg.edu for more information.



NCLA – Roundtable for Ethnic Minority Concerns

Recruiting Underrepresented Populations to the Library Profession – Next Steps

October 14, 2016 9:30 AM – 3:30 PM

Elon University Moseley Center Lake Side Room 212

“The Library and librarians have both evolved over the years. Where are they now, and where are they headed? As “Gatekeepers” of information, all Librarians, especially from underrepresented communities, have unique roles, requirements, and responsibilities as Professionals, for the Profession. I extend an invitation for an engaging conversation.”

For more program information contact Gerald Holmes gvholmes@uncg.edu 336-256-0273

REGISTRATION (online registration available, click [here](#))

Name _____ Address _____
City _____ State _____ Zip Code _____
Phone _____ Email _____
___ \$20 REMCo Member ___ \$25 for NCLA members ___ \$30 for Non-members
___ \$15 for students

Box lunch and beverage included in registration. Registration deadline is October 5, 2016.

Dietary options (Check one)

___ No Restrictions ___ Vegan ___ Vegetarian ___ Gluten free ___ Other

Check enclosed to NCLA-REMCo Institutional check Visa/MC
Credit Card Number _____ Exp _____ CCW _____
Cardholder's Name _____ Signature _____
Mail payment to: NCLA Office 1841 Capital Blvd, Raleigh, NC 27604
If you require Americans with Disabilities Act assistance, including signing for the deaf, contact Gerald Holmes gvholmes@uncg.edu or Shamella Cromartie scromartie@robeson.edu