

WINTER 2022

REMCo NEWS



ETHNIC MINORITY CONCERNS
SUPPORTING DIVERSITY IN LIBRARIES
NORTH CAROLINA LIBRARY ASSOCIATION

Welcome

Happy New Year!

As we begin the new year, let's find a way to reconnect with one another. Each of you has an amazing set of talents that our membership should have an opportunity to see. Let's build in a way that allows us to grow and support each other. As REMCo continues to support librarians of color, we need your help. We encourage you to use your voice to share how REMCo would best serve your professional needs.

As I mentioned at the 64th Biennial NCLA Conference, it is my hope to convey transparency and change, and to create professional growth opportunities for all members. Moving forward, the membership will hear from the Executive Board through social media, our listserv, or email communications. In an effort to improve and expand our communication and social media presence, we have appointed a Social Media and Website Director, Donté Perry of Johnson & Wales University. Pending COVID-19 restrictions, we intend to incorporate hybrid programming to support all library staff. We will continue to build relationships with international partners to encourage the exploration of global librarianship. We will also continue to enrich our current membership and recruit along the way.

We are fortunate that our Executive Board is composed of members representing different library types and varied library positions. This will create increased opportunities for innovative professional development, new collaborations, and improved resources and services. Each member's unique set of abilities provides a fresh pathway to moving REMCo forward into a recreated and reenergized space.

In conclusion, I would like to encourage you all to enter the new year with the spirit of collaboration, growth, commitment to learning and the advancement of the ethos of this noble organization. The last twenty-two months have taken a drastic toll on us all. Let's go into this year reminding ourselves why we chose this profession. Reconnect with librarianship, reconnect with your community, and reconnect with those who support you. Branch out and establish new partnerships, mentors, and library friends whose work resonates with your goals and aspirations.

Greetings

As we enter 2022, I want to echo Brittany's sentiments, by emphasizing the importance of the spirit of collaboration and growth, particularly when it comes to mentorship and the advancement of BIPOC individuals in both professional and paraprofessional positions. My desire as we chug through another pandemic year is to lean on one another for support, uplift those we see who may be struggling, and advocate for our peers, as we serve our communities. I am excited to see how REMCo will impact the field of librarianship this year and encourage each of you to reach out and share your expertise and critiques in order to better serve your professional needs and interests.



*Brittany N.
Champion*

Chair



*Leander A.
Croker*

Vice-Chair/Chair Elect

FSU's Charles W. Chesnutt Library Transition

It was during the Summer of 2020 that I saw the opportunity of the vacant Director of Library Services at the Chesnutt Library at Fayetteville State University. At that time, I was the Director of Library Services at Shaw University in Raleigh, North Carolina. I had only relocated from Florida the previous year, to lead the transformation of Shaw University's library services.

Under Dr. Paulette Dillard, Shaw's 18th President, the library team quickly transformed the University Archives, reorganized its collections, instituted weekly events and programs, prepared for the University's SACSCOC reaffirmation, was awarded an IMLS Capacity grant, and developed an art gallery within the library. It was a time of much success that was brought on by rapid and necessary change. While it was never my intention to leave Shaw University so soon after my arrival, I saw the opportunity at the Chesnutt Library as one that was too great to overlook, and one that I was eager to undertake.

When I arrived at the Chesnutt Library at Fayetteville State University on June 1, 2021, I knew I was coming to a campus that was transitioning to the new leadership of Chancellor Darrell Allison. Chancellor Allison, appointed in February of 2021, began to pivot the University immediately. While, I was aware that change was needed, it was not until after I started that I was to truly learn how much change was required, and how quickly the transformation was expected. The expectations of Dr. Dillard proved to be a litmus test for the transformation and expectations for the rapid changes at Fayetteville State University (FSU).

Chancellor's Allison's bold vision for Fayetteville State University included a complete transformation of the University of which the Library would be an integral part. The impact to the library, its collections, services, and spaces will be far reaching. The Library is incorporating into its spaces a One Stop Shop for Advising and Student Success, and an Adult Learning Center. Adding to the complexity, the university and the library were working to overcome staffing shortages and preparing narratives and supporting documents for its SACSCOC reaffirmation.

While the changes were both necessary and daunting, they are also exciting, setting the stage for the library to evolve and transform its spaces, collections and services. The One Stop Shop for Advising and Student Success will provide the impetus for increased usage of the building and provide new opportunities for the Library to engage with students and develop new partnerships on campus.

The same is true for the new Adult Learning Center. Fayetteville State University' has a large adult learning and veteran student population, and a new Adult Learning Center located within the library will help make the library a focal point on campus and like the One Stop Shop, provide new opportunities for student engagement and campus partnerships.

The Library has had the opportunity to be involved in the planning and transformation of its spaces, but it is difficult to truly understand the scope and magnitude of the transformation, the speed required and the amount of work required without experiencing it firsthand. Imagine the Chesnutt Library as four floors with services and physical collections comprising all four floors. Now try envisioning grappling with the challenge of immediately removing all the physical collections from the first floor, the second floor and parts of the third floor. Removing 150,000 volumes to off site storage and adjusting services and spaces to accommodate a reduced footprint in a short time is not an easy task. Especially, when you have to consider that the Library must now develop a process for deselection of its remaining collections to make room for the return of the collections that were sent to offsite storage. This has been an ever present challenge since the summer and will continue to be one for some time. Our Metadata Librarian, Rebecca MaComber and her team are leading the collection assessment and deselection of the physical items.

As an HBCU, the Chesnutt Library at Fayetteville State University has a diverse staff, and it is this staff that is leading the way in the transformation of the Chesnutt Library. Seizing the opportunity created by the One Stop Shop initiative, the library team has initiated additional transformations of its own. Every

department within the library is leading the transformation of the Library. The Library's Access Services, led by Velappan Velappan is developing new services and improved access to library services such implementing online reservations of library spaces through LibCal and a revamping of our Libguides. Velappan Velappan's work on this project led to a presentation at the annual meeting of NCLA. In addition, Velappan and his team have the responsibility of developing the space within the library for the relocation of the library's physical collections.

FSU's Charles W. Chesnutt Library Transition

Jinong Sun, the Head of Acquisitions, is leading the library's efforts to expand and improve the library's collections and assessment of its collections. To accommodate for the displaced collections relocated to offsite storage the Library has expanded its digital collections. This will not only make its collections more relevant but provide improved access to its adult learner and veteran student population. Shelton Richard, our newly promoted IT librarian, is leading our efforts develop new technology initiatives such as the implementation of Labstats for tracking the use of library devices and software on those devices.

Other transformation includes a revamping of the Library's Information Literacy Program Led by Diana Amerson. Diana is redesigning the information literacy program, goals and objectives, assessment of the program. Coinciding with the information literacy program revision are a redesign of its physical space. In January 2022, the Chesnutt Library will have a new space for instruction that can be transformed to meet to the needs of the requested instruction.

Douglas Ballard, our new Digital Initiatives Librarian, supported by Nicholle Young, is leading the development and reorganization of the University Archives, digital collections and expansion of its exhibition space to support library programs and events. As a result, the archives hosted its first major exhibition that opened on November 11, 2021. This exhibition supports Fayetteville State University's strong connection to its veterans BY displaying collections loaned from the North Carolina Museum of History, The J.F.K. Special Warfare Museum, and items loaned from prominent FSU veteran alumni and staff.

These transformations are only the beginning. In 2022, the Chesnutt Library will institute more exciting changes. Among its many new initiatives, the library will work to redevelop its computer lab and its assessment of its use. It will bring additional digital collections and make improvements to its online discovery services. It will also begin to implement new initiatives such as its data collection partnership with EBSCO. The study rooms will be redeveloped to include Smart Boards to improve its collaborative study environment. Finally, and most importantly, the library is actively searching for new members of its team and hopes to fill many open positions in the early part of 2022. Change is often difficult and change of this magnitude can be frightening as well. However, it can also be exciting and reinvigorating. The changes occurring at the Chesnutt Library are the type of transformation that are exciting and capable of not only transforming the library, but the team working in it.



Larry Treadwell III
Director of Library Services
Charles W. Chesnutt Library
UNC Fayetteville State University

Retirement: Job Well Done

Dear Colleagues and Friends,

After 38 years of service to the library profession, January 1, 2022, was my first official day of retirement. Many people have told me I'm too young to retire, but when you've been blessed with a career as amazing as mine, the timing was perfect. Over my decades as a librarian, I completed internships at corporate and law libraries, worked as a media coordinator at two K-8 public schools, served as a branch manager at a public library, and worked at community college and university libraries. Who could ask for a more gratifying career? Since I have accomplished all my professional goals except one, why not step aside and allow a junior librarian the opportunity to have a rewarding career as well? Retirement is the gateway to the next phase of my life, and I look forward to embracing and savoring every moment.

When asked of my achievements, so many come to mind. Not because I have accomplished an immense number of things, but because I find so many things, especially interactions with students, colleagues, and patrons, extremely rewarding. When a 30-year-old walks up to me and says, "Aren't you that library man? I used to come to your story hours when I was in preschool." Or when a successful dentist sees me in the grocery store and says, "You taught me library research when I was an undergraduate student at ECU and boy did it help me in dental school." Or when a father tells me his daughter is a school librarian because she loved coming to my library as a child because I encouraged children to be their best selves, made them feel valued, and helped them develop a love for reading and learning – and now, she wants to do the same.

These are the achievements that immediately come to mind. But as I reflect over my career, some of my most noteworthy professional achievements included serving on the Coretta Scott King and Randolph Caldecott book award juries, publishing my first book, receiving the REMCo Road Builders Award, and earning tenure at East Carolina University. My most recent and honored achievement, being appointed professor emeritus by the chancellor of ECU, became effective on January 1st.



*With gratitude,
Alan R. Bailey*

*Professor Emeritus
East Carolina University*

When given a chance to share career advice with beginning or junior librarians, I tell them to develop a network of great minds on local, regional, state, national, and international levels. In my experience, joining professional organizations, serving on committees, being involved within the community, and attending conferences are ideal for building these professional relationships. As I became more involved in our field, incredible opportunities developed regularly. You also reach a point where you realize you are contributing just as much, if not more, to the profession as you are gaining. My career and life would not be complete without the incredible people who embraced me along the way. Because of these individuals and organizations, my passion for diverse children's literature and advocacy for libraries and literacy are entrenched in me forever. Even in retirement, I plan to be an active member of REMCo, NCLA, Coretta Scott King Book Awards Committee, North Carolina Reading Association, and more. Retirement is not the end for me; simply a new chapter filled with endless possibilities.

REMCo Global

In 2021, under Marcellaus Joiner's tenure, REMCo began to explore the idea of supporting and connecting with international libraries. The past executive board recognized the need to network worldwide and learn the fundamentals of libraries outside of the United States. Doing so would allow the board to build relationships with librarians, and library paraprofessionals, and advocates who share similar interests.

Damilare Oyedele, Co-Founder of Library Aid Africa, library advocate, and Librarypreneur, led our two-part Journey into International Librarianship series in January 2021. Viewers learned about the organization's support of libraries across Africa. According to Oyedele, "Library Aid Africa has focused on advocacy and also supports the resuscitation of libraries in schools and communities-leveraging digital technology and citizen engagement. Library Aid Africa's projects and policy reform can be witnessed in ten African countries".

Those who have been on the receiving end of his help can attest that he has helped to improve the way stakeholders view librarianship. His works, along with the rest of the Library Aide Africa team, have proven to be effective as they discovered ways to recognize library workers and their professional interests. Without his partnership, we would not be privy to practices in libraries across Africa, innovative projects, and opportunities that help to push professionals forward.

As we look to future global initiatives, we hope to connect with librarians in other countries and highlight their works in the field. It is through this lens, our membership will have access to knowledge of library spaces outside of the United States. These partnerships will create opportunities that support BIPOC librarians and give them an opportunity to see beyond what's presented to them. Be on the lookout to learn more global initiatives.

Connect with Library Aid Africa today!

Instagram:
libraryafrica

Facebook:
Library Aid Africa

Twitter: libraryafrica

Submitted by
Brittany N. Champion,
Pitt Community College
Winterville, NC

Real Chat Conversations

Encouraging Male Empowerment through Literacy

What better way to empower young men of color to read than to create a safe space for them to read books beyond borders, having real life conversations, and receiving new perspectives. Brittany Champion, Instruction and Outreach Librarian, and Darrick Mullins, Minority Male Success Initiative Coordinator and Men's Head Basketball Coach of Pitt Community College piloted the series in the spring of 2021. While this series is targeted to minority male youth, we've found that faculty and staff have found this series to be useful. In an effort to improve literacy, the Library has taken a proactive step by moving books written by men of color to the main floor. We've increased titles in our eBook collection. We connect with students more by visiting them where they are, whether that's within the classroom or club/sport meetings. Each month, we highlight Real Chat Conversations speakers and book details on our What's New page, a LibGuide that highlights Library programming.

Each month, participants meet for discussions where they get the opportunity to connect with each other and guest speakers. In an effort to build a community of readers, we contact speakers who have an interest and background serving minority male youth. We found the program to be quite a success as we featured award-winning titles for participants to read and share their thoughts. Creating this space has allowed us to gain a better understanding of how to help our students both academically and personally, review books within our collection, and introduce participants to text they may not have explored beyond the program. As we continue with the series, we'd like to feature BIPOC cis gendered, or those who identify as male, librarians who are interested in hosting the discussion. Participants are welcome to attend in-person or virtually. If interested, please contact Brittany Champion by email at bnchampion711@my.pittcc.edu.

Real Chat Conversations
Encouraging Male Empowerment through Literacy

reading beyond borders.
real conversations. real perspectives

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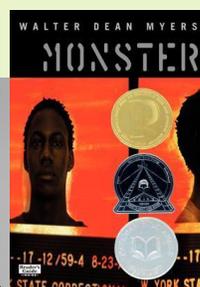
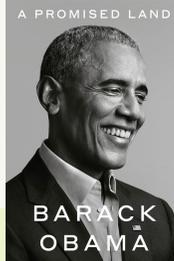
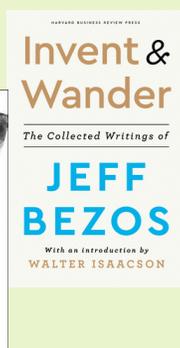
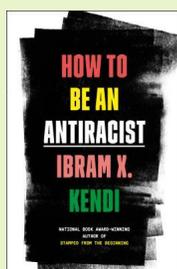
9 sessions. 435 pages of knowledge. 4 award-winning titles



Brittany N. Champion,
Instruction & Outreach
Librarian, Pitt
Community College

Darrick Mullins,
Head Men's Basketball
Coach & Minority Male
Success Initiative, Pitt
Community College

Steffen McGhee,
Minority Male Success
Initiative Specialist, Pitt
Community College



REMCo Spotlights

Joanie Douglas Chavis is an Associate Professor and Head of Research, Instructional and Engagement Services (RIES) at the F. D. Bluford Library at North Carolina Agricultural and Technical State University. She holds an Economics degree from North Carolina A&T and a Master's degree in Library and Information Science from Louisiana State University. She currently serves as the liaison to Extended Campus, the university's online and continuing education division

Mrs. Chavis and Bluford Library were recently awarded a Library Services and Technology Act (LSTA) grant in the amount of \$93,704. As the Principal Investigator, Chavis' objective is to advance information literacy and research skills and support NCA&T's expanding online learning environment.

The *Community; Creating Research Objects for Students by Students* LSTA grant project will allow students to understand research processes and information literacy. NCAT students will collaborate with RIES to create instructional videos; however, the online content will be student-led in its creation.

As a new hire at the onset of the COVID-19 pandemic, Mrs. Chavis led the RIES team to implement online services to provide reference assistance via chat technology and a virtual reference desk that offers one-on-one assistance to students, faculty, and staff. The pandemic may have closed the [physical] doors of Bluford Library, but the virtual services implemented made faculty and staff more available virtually than ever before.



Joanie Douglas Chavis
Associate Professor and Head of
Research, Instructional and
Engagement Services, NC A&T
University

Recently Published

New to Health Sciences Librarianship: Strategies, Tips, and Tricks
Kelsa Bartley, Jahala Simuel, and Jamia Williams
Journal of the Medical Library Association

THE HEAD NOD: Realizing the Value of a Diverse Research Team
Dr. Kawanna Bright and Dr. Amy VanScoy
Curriculum and Teaching Dialogue

Toward Belonging and Mutual Hospitality: Decentering Whiteness in the “New Normal”
Dr. Africa Hands
Reference Services Review

Constance Hill Marteena Diversity Award

Greetings to REMCo and the North Carolina Library Association,

I'm excited to report that the Constance Hill Marteena Diversity Award has made some progress since its official approval by the NCLA executive board in May of 2021.

CHM Diversity Award Highlights

- June 2021: Constance Hill Marteena Google site created by Brittany N. Champion
- July 2021 : Donations form goes live added and edited by Amy Harris Hauk, NCLA Treasurer
- August 2021: Official announcement of the Constance Hill Marteena Diversity Award published in the special summer issue of REMCo newsletter.
- September 2021: The Constance Hill Marteena Diversity Award subcommittee of REMCo was formed. Current committee members are:
 - Marcellaus Joiner: High Point Public Library
 - Adreonna Bennett: UNC Charlotte
 - Stephanie Fennell: Durham County Libraries
 - Judy Allen Dodson: State Archives of North Carolina
 - Forrest Foster: North Carolina A&T State University
 - Velappan Velappan: Fayetteville State University
- June 2021 – Present: Current total toward our \$1000 biannual goal: \$357.83

Ms. Marteena was director of public information at North Carolina A&T State University (1929-1937), secretary to the president and director of public information of Bennett College (1937-1939), and director of Holgate Library at Bennett College (1937-1967). Constance Hill Marteena played a key role in the development of the North Carolina Negro Library Association.

She heavily recruited African Americans to enter the field. She also served on the Accreditation Committee of the Southern Association of Colleges and Schools. She became president of the North Carolina Negro Library Association from 1952 until 1954. Under Hill's administration the merger of the North Carolina Negro Library Association and the North Carolina Library Association was completed ending segregation of professional library organizations in North Carolina.

Each biannual or when deemed appropriate, the North Carolina Library Association will present the Constance Hill Marteena Library Diversity Award to a librarian or group of librarians who has advocated for diversity through their work at their library or in their local community and a librarian or group that has strongly enhanced their library's commitment to diversity, equity, inclusion, and accessibility. If you would like to learn more about Constance Hill Marteena, criteria for the award, and how to donate please contact Marcellaus Joiner (marcellaus.joiner@highpointnc.gov) or visit our sites.

Donations

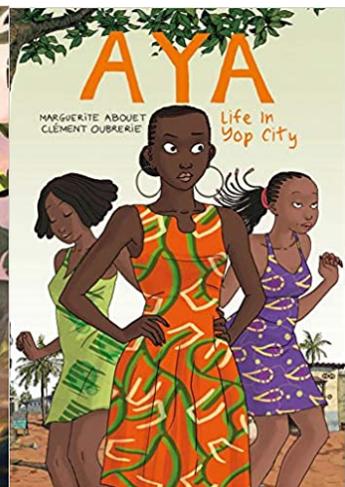
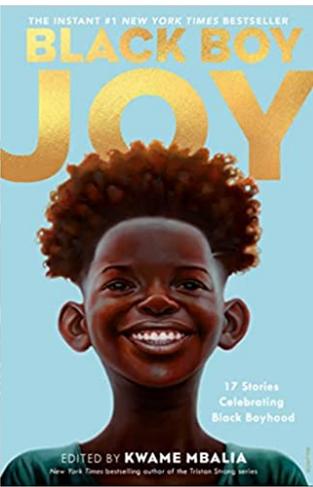
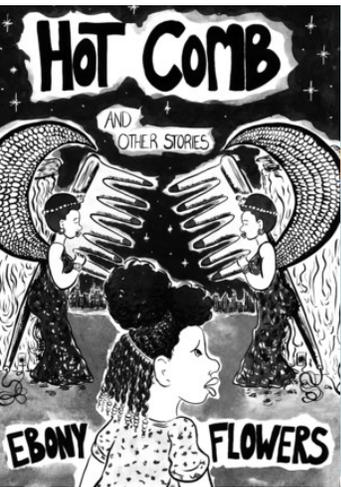
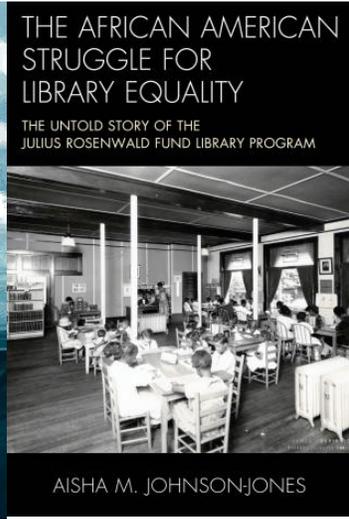
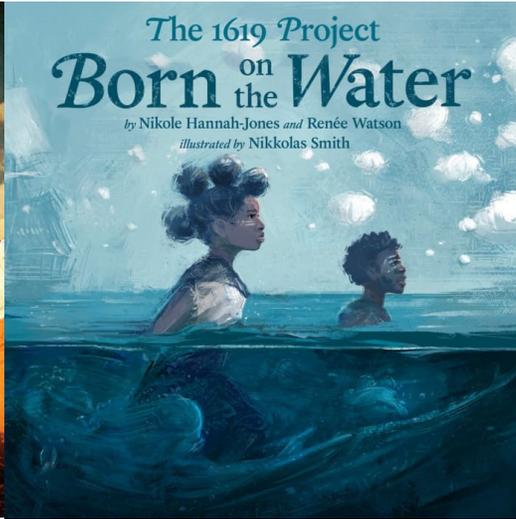
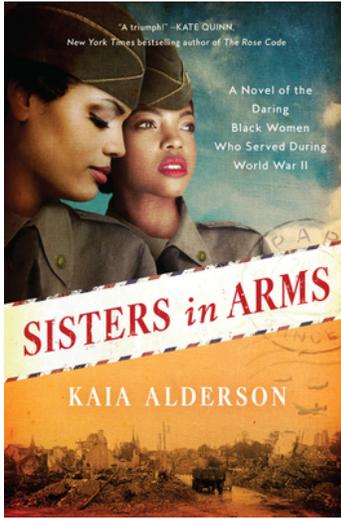
[Constance Hill Marteena Google Site](#)

Marcellaus Joiner

Past Chair &

Chair of Constance Hill Marteena Committee

REMCo Reads



Correction to entry published in the REMCo Summer 2021 Newsletter

Alston, T. (2021, August). Director Spotlight: Transition from Librarian to Library Director. *REMCo Newsletter*. <https://nclaonline.org/page-18357>

Tikela Alston also served as a Reference Librarian in Wilson and Wayne County, NC.

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- Leander Croker, Vice Chair/Chair Elect, lcroker@dconc.gov
- Joan Hill, Secretary & Treasurer, jhill@livingstone.edu
- Tammy Baggett-Best, Co-Director, tbaggett@dconc.gov
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- Marcellaus Joiner, Past Chair, marcellaus.joiner@highpointnc.gov

REMCo Executive Board