




2022

# Ontario Library Association Annual Report

# 2021-2024 STRATEGIC PLAN




## A NEW FRAMEWORK FOR OLA'S KEY STRATEGIES



In the summer of 2021, OLA embarked on a robust strategic planning effort through a process that engaged members, staff, divisional councils, board members, partners, and leading voices in the library field, and with the help of Thomas Plant, a consultant with Management Advisory Services (pro-bono consulting service for non-profits), a Strategic Planning Advisory Committee of the Board provided guidance and oversight into the planning process.




## VISION



Leading and inspiring the growth and innovation of the library and information services sector.



## MISSION



We empower our members in the library and information services sector to build informed, participatory, and inclusive communities through:

- 
- Research
  - Education
  - Advocacy
  - Partnerships
- 

# 2021-2024 Strategic Plan Year One Progress Report



## STRATEGIC PRIORITY 1:

### Equity, Diversity & Inclusion

*Goal 1:* Diversify participation and representation of OLA members. Ensure members who are Black, Indigenous, People of Colour are in leadership and decision-making positions with the association.

*Goal 2:* Create policies, frameworks, education, and resources to guide the association in becoming an equitable, diverse, inclusive, and anti-racist organization.

*Goal 3:* Explore and implement strategies towards diversification of the profession.

## STRATEGIC PRIORITY 2:

### Advocacy & Leadership

*Goal 1:* Ensure OLA continues to foster strong relationships with the government and other key professional groups to secure support and inform change.

## STRATEGIC PRIORITY 3:

### Membership & Engagement

*Goal 1:* Recover OLA's membership to pre-pandemic levels by 10% annually.

*Goal 2:* Expand virtual conference and training opportunities to engage members and enhance revenue streams.

## STRATEGIC PRIORITY 4:

### A profession of Continual Learning

*Goal 1:* Promote a sustainable profession including facilitating an environment that supports mental health.

*Goal 2:* Support members in their understanding and adoption of technological innovation.

*Goal 3:* Seek out and develop strategic alliances and partnerships in supporting continuous learning.

## STRATEGIC PRIORITY 5:

### Organizational Innovation & Sustainability

*Goal 1:* OLA is a strong and fiscally sustainable organization.

*Goal 2:* Ensure staff support, development, and resiliency in a post-pandemic environment.

*Goal 3:* Re-think and re-design governance to strengthen OLA.

# 2021-2024 Strategic Plan Year One Progress Report

Our Strategic Priorities will guide our actions until 2024:

1. Equity, Diversity & Inclusion
2. Advocacy & Leadership
3. Membership & Engagement
4. A Profession of Continual Learning
5. Organizational Innovation & Sustainability



# OLA and FOPL's 2022 Budget Asks

## SUSTAINABLE FUNDING

Enhance provincial funding for public libraries

Sustainable funding for First Nation Public Libraries



Create an Ontario Digital Public Library

**\$9.4** million  
Digital Public Library

## OUR ACTIVITIES

**1**

Budget Submission



**3**

Letters to Ministries



**13**

Meetings with Government

## 2022 Provincial Elections

- ✓ Election Toolkit
- ✓ MPP Engagement
- ✓ Advocacy Training

## OUR RESULTS



**3**

major parties included public libraries in their election platforms

Thank you for supporting  
**Library Advocacy**

Your participation with OLA helps support our ongoing library advocacy work.

To learn more about OLA's ongoing Advocacy activities visit:

<https://accessola.com/advocacy-news/>

## Parents:

### Ask your child's school principal or school board trustee about your their school library

1

Does my child still have access to school library resources and to a qualified school library professional? How?



2

What is your plan for the school library next year?



3

Is a qualified school library professional responsible for selecting the books in my child's school library?



Access the Cheat Sheet at: [bit.ly/3QuestionsOSLA](https://bit.ly/3QuestionsOSLA)

Download the postcard: [accessola.com/public-library-advocacy](https://accessola.com/public-library-advocacy)

## KEEP PUBLIC LIBRARIES



## INDEPENDENT

Local Public Library Boards are comprised of local volunteers, both municipal council members and local community representatives.

Governed by the Public Libraries Act (PLA), they ensure that local public libraries provide a comprehensive and efficient public library services and respond to the community's needs.

## PUBLIC LIBRARY BOARDS ARE:

### LOCAL

Library Boards answer to the needs of the local community.

### TRANSPARENT

Library board meetings must be open to the public.

### ACCOUNTABLE

Each board member has a legal obligation to act honestly, in good faith, and in the best interests of the library.

## REPORT OF DR. SABRINA SAUNDERS

# 2022 PRESIDENT, ONTARIO LIBRARY ASSOCIATION



2022 was a year of rethinking, recapturing, and growth. With the 2023 Super Conference theme of Walking in Two Worlds, the Board considered our roles in this concept and approved a budget that would see our programs continue to meet in both digital and in-person formats. The 2023 conference planning team ran with this theme and designed

an experience for members that may be two worlds of conference planning for the foreseeable future. For those who attended in person this year, it was great to recapture that experience of sharing and networking. We also heard our members who told us that having digital experiences gave them the chance to participate, many for the first time.

OLA continued its important lobbying work with the province, strongly advocating for the value of libraries. In the 2022 provincial budget processes, OLA brought back key messages about the need to support our First Nation Public Libraries. These Ontario public libraries on reserve are closing at an alarming rate and desperately need sustainable provincial supports. The OLA also continued to bring messaging on the state of our school libraries, many of which remain shuttered, many staff have not returned to their formal positions, as well as remain underfunded. Pertaining to public libraries, your OLA addressed the importance digital library collections are to community and requested funding for the Ontario Digital Library. Additionally, an increase to the public library operating grant was requested. Sustainability was a key theme throughout these four points as we demonstrated how sustainable funding is key to the to each of these areas, as well as our ability to bridge gaps and inequities across our communities.

In 2022 we dug into the new Strategic Plan, looking at measurable ways to achieve our 5 Strategic Priorities. The Board worked throughout the year on SP5: Organizational Innovation & Sustainability's Goal #3: Re-think and re-design governance to strengthen OLA. We are happy to be presenting to members a proposed fundamental change to our by-laws which will make the governance process more responsive to our Divisional Councils, as well as to add several key voices on anti-racism, equity, diversity and inclusion, which had been missing in the traditional governance model. This was informed by you in 2021 and further informed by research and consultation with our Divisional Councils in 2022.

If approved, the 2023 Board will prepare this fundamental shift for implementation in 2024.

As we near the end of the third year of the global pandemic, the Board and the OLA team have kept our 123-year-old association financially sound, and we look forward to beginning to increase our revenue options as more face-to-face gathering is planned. Our staff continue to demonstrate tremendous resilience and commitment to our organization and we thank them and our Executive Director Shelagh Paterson for keeping the OLA strong when so many organizations have faltered or even failed during these past years.

As the 2022 President I was able to experience firsthand the impact OLA has on our members and our industry, both provincially and nationally. Our Association is a leader among leaders and we should all be proud to be part of this institution. To the hundreds of volunteers, thank you for all you give. Our many committees, Divisional Councils, and Board collectively give tens of thousands of hours annually to our association, and we could not achieve what we do without your leadership and service. And finally, I thank you for giving me this opportunity to lead our OLA. As the first Indigenous member in this position, I am happy to see OLA's focus on anti-racism and EDI in our programs, policies, and recruitment. I know our association is strong and on the right path to continue to do great things.



## ASSOCIATION DES BIBLIOTHEQUES DE L'ONTARIO-FRANCO

# CATHERINE LACHAÎNE, PRÉSIDENTE

# ABO-FRANCO

Membres ABO 2022 : 146

L'année 2022 fut dynamique et sous le signe de l'engagement pour l'ABO-Franco. L'année a commencé en force avec la Super Conférence 2022. Les séances virtuelles en français ont eu un très beau succès avec un record d'assistance en direct et en différé. Je souligne entre autres notre séance Pleins feux avec l'autrice innue Naomi Fontaine. Elle nous aura fait réfléchir à l'importance de l'écriture, de notre langue, et de reconnaître d'où nous venons. Lors de la Super Conférence 2022, le prix Micheline-Persaud a été attribué à Mélanie Raymond de la Bibliothèque publique de Vaughan. Félicitations!

Nous avons offert deux forums #ONLibChat sous la thématique des différents rôles de bibliothécaires. En mai, trois bibliothécaires du milieu universitaire nous ont parlé de leurs parcours et de leurs expériences durant le forum intitulé « La carrière de bibliothécaire universitaire : un partage d'expériences présenté par l'ABO-Franco ». Merci à Hélène Carrier, Guinsly Mondésir et Joël Rivard d'avoir participé à cet événement. En novembre, nous avons présenté un forum sur les bibliothécaires scolaires sous le titre « Transmettre la passion de la lecture... les hauts et les bas du travail en bibliothèque dans le milieu scolaire ». Nous avons pu profiter de l'expertise de Julie Charbonneau, Édith Pellerin et Eugenia Doval, que je remercie.

Des membres de l'ABO-Franco ont fait bonne figure en diffusant les résultats de projets de recherche et de mobilisation. Un article sur l'enquête pancanadienne sur le développement des collections en français dans les bibliothèques publiques en situation minoritaire au Canada, intitulé « [Les bibliothèques publiques des communautés de langue officielle en situation minoritaire : enjeux actuels sur le développement des collections en français](#) » est paru dans la revue Partnership.

L'ABO-Franco a également participé au Congrès des professionnel.le.s de l'information. Hélène Carrier s'est jointe à Bibliothèques et Archives Canada pour présenter la session [Réseau des bibliothèques des communautés de langue officielle en situation minoritaire \(CLOSM\) : un espace de collaboration et d'échanges au service des CLOSM!](#). J'ai également participé à la session [Collaborer pour mieux servir les publics francophones en contexte minoritaire : enjeux et défis pour les responsables de collections](#). Il s'agit d'un beau rayonnement pour des projets

développés en collaboration avec l'ABO !

Le rapport [Étude des mesures provinciales et territoriales encadrant les langues officielles dans les bibliothèques au Canada de Bibliothèque et Archives Canada](#), auquel l'ABO-Franco a contribué, a été publié en ligne.

Finalement, l'ABO-Franco a soumis une demande au Programme d'appui à la francophonie ontarienne (PAFO), mais le projet n'a malheureusement pas été retenu. Nous tenons toutefois à souligner la subvention d'un projet de la Bibliothèque publique de Vaughan !

Certaines personnes sont à remercier pour le succès de cette année. D'abord, les membres du Conseil de l'ABO-Franco qui m'ont accompagné et qui se sont investis dans nos activités. Merci aussi à Amanda Alice Robinson, coordonnatrice de la programmation francophone de la Super Conférence, pour son travail rigoureux. J'aimerais également offrir un merci spécial à Sarah Roberts pour son soutien constant de la communauté francophone. Sarah a joué un rôle clé auprès de l'ABO-Franco durant plusieurs années afin de nous permettre de faire avancer nos projets et activités.

À la veille de la Super Conférence 2023 qui nous rassemblera en personne pour la première fois depuis 2020, je sens la fébrilité et l'engouement pour les rencontres et échanges en présentiel qui nous ont tellement manqués. J'ai très très hâte de vous y voir !





## ONTARIO COLLEGE AND UNIVERSITY LIBRARY ASSOCIATION

### ZACHARY OSBORNE, PRESIDENT

OCULA

2022 OCULA Membership: 474

2022 was another year of taxing yet familiar challenges with COVID-19 as we persevered through an ongoing pandemic and adapted our work and lives to a fluctuating “new normal”. I am very pleased to conclude my OCULA Presidency with a positive message outlining many proud accomplishments, successes in collaboration, and my profound gratitude.

In my [summer President's message](#) I wrote about “slow library culture”, and its influence on my vision for OCULA in 2022. The slow movement “is a process, not a destination; it is an orientation towards our work, ourselves, and others that create positive change [...] it is an organizational philosophy that supports workers and builds stronger relationships with our communities”. This resonated with me for a variety of reasons, but centrally for its premise of prioritizing maintenance over innovation.

As a result, in 2022 OCULA Council set out to examine maintenance and identify improvements for OCULA's web presence, member engagement, the equity of its awards processes, and developing a community of practice for EDI initiatives. The important work undertaken on the OCULA website sought to make practical changes to webpage content to better reflect the current and future operations of OCULA, review community and professional resources, and remove outdated information and clutter. Council members also initiated project planning for a membership engagement drive, to better understand member needs and interests from OCULA; stay tuned for its implementation in 2023! Another valuable exercise by Council was a long-overdue review of its awards processes. With an equity lens, Council members examined the nomination criterion and evaluation rubrics to assess where barriers to access exist, and then made changes to both processes for fairness, equity, and to enable higher volume and greater diversity of award nominations. A final maintenance piece for OCULA Council was work to further establish the EDI Community of Practice, through formalizing its operations, working groups, web presence, programming and events. Look forward to more from the OCULA EDI Working Group in 2023!

Another proud accomplishment for OCULA Council and the broader library community was the hugely successful OCULA Spring Conference “Neurodiversity in the Library: Building Better for Staff and Students”. The event was held virtually on May 19, 2022, and it explored how libraries can provide welcoming, accessible, and inclusive spaces and services for neurodivergent community members, as well as supportive work environments and professional development opportunities for library staff. The program featured keynotes by Kay Sargent and Dr. Devon Price, panelists of library workers and students with neurodivergent lived experiences, and lightning talks aimed to draw awareness and propose solutions to ways of improving the environment for everyone; to reimagine working conditions, physical and virtual spaces, and the provision of library services and programming. In building this conference, planners sought to centre the lived experiences of people who are neurodivergent. These conversations aimed to de-stigmatize and normalize neurodiversity, and to discuss barriers to equitable and inclusive practices which exist in our environments. Nearly 200 attendees participated in the event, making it the most successful Spring Conference in history. Thank you to all who helped organize this event, and to the speakers and attendees.

Finally I wish to thank the OCULA Council members for their time, commitment, enthusiasm, and collaboration in undertaking many successful projects in 2022. In particular I wish to express my deep gratitude for outgoing Past-President Angela Henshilwood, Secretary Heather Buchansky, and Treasurer Natalie Colaiacovo. I have learned so much from these incredible women, and I'm grateful for their extended commitment to OCULA Council beyond their original terms due to the pandemic. They have been inspirational to me as leaders, collaborators, and colleagues, and they will certainly be missed by all remaining Council members. With that said, I'm also thrilled to continue on Council as OCULA Past-President with Graham Lavender as the new OCULA President. We look forward to your leadership, and the great things to come for the university and college library community in 2023.

# ONTARIO LIBRARY BOARDS' ASSOCIATION

## S. S. AHMAD, PRESIDENT



.. ontario library boards' association

# OLBA

## 2022 OLBA Membership: 760

OLBA has had a busy and immensely productive year. We developed and started implementing our [Work Plan 2022 - 2025](#). Following are some of the highlights from 2022 as we served our members across Ontario!

### Strategic Priority 1: Equity, Diversity & Inclusion

We advanced our strong and passionate commitment to Inclusion, Diversity, Equity, and Accessibility (IDEA), and are updating the [Council Handbook](#) to guide OLBA in becoming an IDEA organization. OLBA offered and conducted customized consultations for public library board trustees to assist in their IDEA journeys. We coordinated and presented IDEA sessions at OLBA's Trustee Boot Camp 2023.

### Strategic Priority 2: Advocacy & Leadership

We advocated on behalf of public libraries and supported OLA and FOPL in their advocacy and leadership work during the Ontario provincial elections. We strengthened OLBA's existing relationship with the Ontario Library Service (OLS) through the *Communication and Content Creation Framework* to develop collaborative training for public library board members in Ontario. We designed and developed a unique and innovative partnership with OLS Board to jointly connect with and serve public library boards and governing bodies across Ontario. The OLBA President represented the Association on the [Ministry of Tourism, Culture and Sport's Public Library Service Awards](#) Jury and OLA Friends Committee.

### Strategic Priority 3: Membership & Engagement

OLBA developed and offered [ONLib Chat](#) - Libraries in the North, to meet, engage, and serve public library boards and governing bodies where they are. To benefit our public library member boards serving a population size of up to 15,000, OLBA continued to offer complimentary registration to Boot Camp 2023.

### Strategic Priority 4: A Profession of Continual Learning

We updated and redesigned [Cut to the Chase](#) - the essential primer for public library boards and governing bodies in consultation with the Ministry of Tourism, Culture and Sport and OLS to ensure current and accurate information. OLBA published issues of *InsideOLBA* – the membership newsletter with resources and best practices

pertaining to current public library governance and community leadership development. We updated [OLBA's website](#) to provide current resources on public library governance.

OLBA Council members participated and presented at the OLS' 2022 Stronger Libraries. Stronger Communities. Virtual Conference. We collaboratively developed *Your Board, OLBA, and the Library Ecosystem* presentation with OLS which was attended by over 125 public library board members and staff from across Ontario.

### Strategic Priority 5: Organizational Innovation & Sustainability

We developed and implemented [OLBA's Work Plan 2022 - 2025](#) which was derived from [Ontario Library Association](#) and [Ontario Library Services'](#) Strategic Plans to ensure organizational alignment with our partners in the library ecosystem. OLBA's Work Plan lays a solid foundation for organizational innovation and sustainability.

We are updating the [OLBA Council Handbook](#) to ensure OLBA Councillors stay up to date with movements and trends in public library governance and community leadership through professional and leadership development.

[OLBA Council elections](#) were extended to December 31st, 2022 to ensure more public library boards' members had an opportunity to run for Council positions leading to organizational sustainability.

### Change in Council

As we transition into the 2023 term, we would like to express our sincere appreciation to Caroline Goulding who served as a steady leader and executive throughout the pandemic years. We are delighted to report that Kerry Badgley will continue to represent the Eastern Region and Nathan Etherington will continue as councillor for Central West Region. We would like to welcome two new members, Michael Corbett representing the Southwestern Region and Eric Guernsey representing the Central East Region. Thomas Sandor will be our incoming president and Marj Poirer will be our vice president. We wish them all the best during their terms!



# ONTARIO LIBRARY AND INFORMATION TECHNOLOGY ASSOCIATION

## MICHELLE GOODRIDGE, PRESIDENT

# OLITA

**2022 OLITA Membership: 751**

This past year I had the pleasure of being the President of OLITA after serving two years as VP due to the pandemic, which just meant I got to be more involved in OLA! 2022 was a productive year and it was a joy because of all of the talented OLA staff and members of OLITA council. Teamwork is dreamwork, as they say.

The year began with the 2022 OLA Super Conference in its second year as a virtual event. With the apt theme of ‘Gather’ we saw OLA members join from coast-to-coast. Our OLITA spotlight this year was a panel entitled “What Do Accessible Services Mean in Your Library? Successes and challenges in the provision of accessible library service during a pandemic” which tied in nicely to the 2021 theme we had at Digital Odyssey and continued the important conversation. We also had our AGM virtually as well (without snacks, sadly) and we had the pleasure of awarding Courtney Mellor of the Ottawa Public Library with the OLITA Technology Advancing Libraries Award. It has been a blessing to be able to make Super Conference more accessible to members by having it virtual and we are excited to see what the hybrid rollout for 2023 looks like.

Digital Odyssey 2022 was a huge success thanks to the DO planning subcommittee and of course OLA staff and OLITA council. Our theme was “Evolution of Virtual Library Services” and had fantastic speakers who discussed hybrid programming, evolution of coding instruction, purchasing tech on a budget, and virtual gaming programs. It seems like a natural fit for a library tech division to make use of tech to run our events so we are planning to hold Digital Odyssey 2023 virtually in June and while we don’t have our theme pinned down, I am sure it will be topical and will continue to draw diverse library crowds.

After being on hiatus due to the pandemic, OLITA decided to bring back the Tech Lending Library. We have purchased new materials and we plan to officially launch the lending library at the 2023 Super Conference. We are also exploring ways to continue engaging with OLITA members so please let us know if you have any ideas or suggestions!

As I write this, we are preparing for 2023 Super Conference to be held both in-person and virtually. We have two enthusiastic and engaged planners, Randy Oldham and Jess Posgate who are working hard to bring great library technology programming to the conference. We also have a new member joining us in 2023, Ashley Prince and the lovely Max Lupo will become the division president – I have full confidence you will do an amazing job, Max! We are still looking for a VP/President Elect so if you are interested in joining this dynamic team of dedicated library workers in tech, please contact OLA. We would love to have you join.

I want to extend my sincere thanks and appreciation to everyone involved with OLITA – I have made so many connections (and friends!) because of my involvement with OLA over the years and it really is the people who make it such a wonderful experience. I know 2023 is going to be an exciting year and I hope as we move forward that everyone continues to be safe, happy and healthy.



# ONTARIO PUBLIC LIBRARY ASSOCIATION

## DOUGLAS DAVEY, PRESIDENT

# OPLA

**2022 OPLA Membership: 887**

I would like to begin by thanking you for putting your trust in me as your OPLA President. It has truly been an honour. If you are thinking about taking a greater role in the direction and advancement of the profession, I highly recommend volunteering for OPLA! It's a great way to make an impact, forge new connections, and improve your understanding of the complexities of libraries across the province. Learning about and supporting the unique issues of small, rural, and northern libraries has been a real high point in my time with OPLA.

As public libraries got back into the swing of things post-shutdown, we saw many changes in our libraries. At times, things seemed to move right back to the way they were in the "Before Times." At other times, our services changed in ways we couldn't have imagined a few short years ago. Whatever the world throws at us, public libraries have proven that they can roll with the punches and come back strong.

OPLA Council was kept busy with our many activities and events. We also took some time to review the procedures for our many awards. It took a lot of scrutiny, effort, and discussion, but the result was worth it: greater consistency and clarity in every step of the awards process.

HoOPLA editor Andra Steel kept the public library world informed of everything from large-scale, sector-wide events to individual library initiatives.

This year's RA in a Day event was held on May 9, and focused on Essentials & Fundamentals. The event was a big success, with double the number of attendees from just a few years ago! Congratulations to The Reader's Advisory Committee.

Equity and Bias Awareness in Community Engagement was the theme of the Community-Led Think Tank event on June 14. I want to offer my thanks to the Community Led group for tackling such a vital topic. Feedback was excellent, with one saying that the event "inspired me to know that it IS possible!"

For this year's Child and Youth Expo, the hard-working OPLA Child and Youth Services Committee selected the intriguing theme of "Deliver Us from Legacy: Bridging the

Gap to Inclusion." How can we break out of our old ways of doing things, and begin to move toward a new and more inclusive model? It's such an important question to ask. Once again, the event was a true success.

The OPLA's very own Research & Evaluation Committee launched a Resilient Libraries survey in the summer of 2022, to understand how libraries can thrive, both during the pandemic and in the future. The results, which are sure to be interesting, will be shared at Super Conference, just search for the phrase "resilient libraries."

"Book tasting with the Best Bets" will return to Super Conference, serving up a delicious helping of the best in new Canadian books for kids and teens. For adult learners of English and ESL students, Best Bets also creates their "Light Reads, Great Stories" lists each year, which can be found under "Other Reading Lists" on the Forest of Reading page.

Our OLA Super Conference theme is a timely one: Walking in Two Worlds / Marcher entre deux mondes. With all the changes (and, let's be honest, the often-unsettling daily news reports) we've experienced in the last few years, how many of us feel like we are walking in two worlds every day of our lives? I want to thank our returning OPLA Super Conference Planners, Hamid Printer and Ashleigh Dronyk, for their ongoing efforts, and working with the OLA staff and Super Conference Team to create the first ever truly hybrid Super Conference!

I look forward to working with President-Elect Ryan Moniz and the entire OPLA Council as we serve public libraries in 2023.



# ONTARIO SCHOOL LIBRARY ASSOCIATION

## BETH LYONS, PRESIDENT

# OSLA

2022 OSLA Membership: 682

It has been an honour to serve on the OSLA Council for the last 3 years, and especially through 2022 as the OSLA President. Across Ontario schools, school library professionals and educators continue to support students and their fellow educators as we slowly recover from the ongoing effects of the pandemic. While the beginning of 2022 saw disruptions to in-person learning due to COVID 19, the end of 2022 through to this school year has, thankfully, not continued in this manner.

As a part of our ongoing work to connect school library professionals, we consistently engaged with members to provide updates on school library news and with ONLibChats, and #ONSchoolLibrary Twitter chats. We are having great success sharing our #SchoolLibraryJoy which has included the creation and sales of t-shirts (sold at the Library Marketplace), featured at the British Columbia Teacher-Librarian Association conference and Treasure Mountain Canada Research Symposium. Share your joy by tagging the OSLA Twitter account (@OSLAcouncil) and using our hashtags to connect with other school library professionals.

Being a school library professional and an educator means continuing to grow and continuing to learn. OSLA made a commitment to our learning journey as anti-racist, anti-bias and anti-oppressive educators by extending our learning sessions from the previous year with Dr. Andrew Campbell to engage in the work of dismantling structures of oppression in our libraries. As a council, we:

- Met and discussed two books to further our own learning and invited members to share their own reading and insights via Twitter as we worked through “Cultivating Genius: A Equity Framework for Culturally and Historically Responsive Literature” by Gholdy Muhammad and “Resurgence: Engaging with Indigenous Narratives and Cultural Expressions In and Beyond the Classroom” by Christine M’Lot and Katya Adamov Ferguson.
- Responded to the Ministry of Education’s current Language Curriculum Review by [providing input in conjunction with TALCO](#).
- Have been working to revise and update our Equity Based Weeding and Selection Criteria to support school library professionals, schools and school boards with this ever-increasing area of importance and need as we see a rise in the number of book challenges across the country.

Council also has representation on The Association of Library Consultants of Ontario (TALCO), OTF and the Indigenous Advisory Council.

OSLA’s The Teaching Librarian magazine was published virtually and we plan to return to the paper format soon. Sadly, we lost our incredible editor, the late Caroline Freibauer, over the summer. The ongoing legacy of her dedication and passion for school libraries and publishing the stories of school library professionals will undoubtedly be felt within the pages of the upcoming issues under the leadership of our current editor, Kasey Whalley.

Part of OSLA’s work includes advising and advocating on behalf of school libraries and learners throughout the Ontario Education system. We published the following letters and responses to advocate for school libraries and literacy within schools:

- **Director of Education letter re: staffing** ([English](#)) ([French](#))
- **Questions to ask about your child’s school library** ([OSLA’s 2022 Cheat sheet for Parents](#))
- **Ontario Human Rights Commission- Right to Read Inquiry Report**
  - Read the report [here](#)
  - [OSLA and CSL so-signed response](#) 2022

I want to give thanks to all of the school library professionals across the province who work hard each day to support their community(ies) of learners in so many vast and varied ways. I am thankful for the opportunities over the past three years to work to be a voice for your unending collaborative spirit, commitment and support of students, educators, education workers and the broader school library community. I am thankful for our school library allies who are administrators, superintendents, authors/illustrators, publishers, bookstores, podcasters, and more. A special thank you to the OSLA Super Conference planners Kate Johnson-McGregor and Dawn Telfer for their resiliency, hard work, and enthusiasm in building an amazing program for a return to an in-person conference with an enhanced digital experience. Lastly, a thank you to the OSLA council and OLA staff who work tirelessly to support the school library community and membership. We say goodbye this year to the following council members: Maureen McGrath, Melanie Mulcaster, Cathy MacKechnie and Heather Webb-Makin. Your commitment, dedication and ongoing advocacy for school libraries is a joy to behold. I am honoured to have served as 2022 OSLA



# ONTARIO HEALTH LIBRARY AND INFORMATION ASSOCIATION

## KIMBERLEY ASLETT, PRESIDENT

# OHLIA

**2022 OHLIA Membership: 120**

I am honoured to have been part of the team that has led the Ontario Health Libraries and Information Association into our second year as a Division of OLA. As we all experience the transition from pandemic to “less pandemic” we do so with an awareness of the critical importance of health information in our world and in our professions. As a team, the council has moved into a more active role in this impactful organization.

One of the reasons that Past-president Julie Waddick identified for our move to OLA was to “increase our scope”, and increase we did, with membership going from 45 to more than 120 in 2022. The functional tasks of our Division were guided by the OLA team, even as they managed their own significant changes. We managed our history and documentation by collecting and organizing OHLA archives in the OLA Google drive. OLA also provides strengths in advocacy, and we have identified a need to work toward identification of issues and opportunities relating to provincial licensing and post-pandemic issues for consumer libraries in health care facilities. The very useful Revised Guide to Copyright for Canadian Hospitals, was updated and posted on the OLA website for reference.

Three areas of the OLA Strategic Plan gave us a focus for our work for this year, and a way to align our work. These were to incorporate equity, diversity, and inclusion in all aspects of our work, to engage membership; and to develop a strategic approach to recruiting councilors. To forward these goals the council has

- Established a representative on NIKLA, the National Indigenous Knowledge and Language Alliance, and participated in a stakeholder strategy session for the “Committee on Respectful Terminology: creating the Framework”.
- Collaborated on a presentation for the OCULA Conference (19 May 2022), “Neurodiversity in the Library”.
- Attended and reported back on a Zoom meeting

regarding the ALA accreditation and revisions of the MLIS programs.

- Established council member representation on the OLA Mentoring Committee
- Attended an MLA meeting regarding demographic descriptors in MeSH, responding to a 700+ member petition for changes in how these are curated for equity and representation.
- Held discussions with the Ontario Public Libraries Association leadership on Health literacy collaborations.

These activities will inform an effort to establish a repository for EDI resources including collection development, guides and other content relating to EDI, provide a foundation for membership continuing education, and more engagement activities. To this end, we will develop a strategy for recruitment using social media and will explore the use of Twitter and LinkedIn for education content.

I must give my heartfelt and respectful thanks to the OHLIA Council. The key to this organization is the innovative team I’ve had the pleasure to work with. I would like to thank Secretary Iveta Lewis, President-elect David Lightfoot, Sarit Glaizer for the Communications and Social Media portfolio, Carolyn Pekoskie and Jo-Anne Petropoulos as our Conference Planning team, Past-president Julie Waddick, and Amanda Caputo (emeritus) who brought strong foundations to Continuing Education. Their varied and valued contributions have created a dynamic working group.

I wish David Lightfoot, incoming President, a year of positive action and engagement with the health information community.

# REPORT OF SHELAGH PATERSON

## EXECUTIVE DIRECTOR, ONTARIO LIBRARY ASSOCIATION



Creatively prudent is how I would characterize OLA's approach in 2022. These seem like mismatched concepts, but they capture how we approached the vision and operation of OLA during a year when we continued to be plagued by the plague.

### OLA Advocacy:

OLA, along with advocacy partner the Federation of Ontario Public Libraries, worked to ensure provincial government was apprised of the value, and the needs of libraries:

- As a result of engagement in the 2022 provincial election process, for the first time in more than 20 years, 3 of the 4 major parties included recommendations for public libraries. OLA also produced the election tool-kit to support member engagement.
- We submitted input into two acts that intersect with public libraries:
  - Strong Mayors, Building Homes Act, 2022 – to emphasize the need for clarity about the statutory relationship between municipal government and public libraries.
  - More Homes Built Faster Act, 2022. We highlighted the importance of development charges in supporting public library capital needs in growing communities across Ontario
- Monitoring the Ministry of Education directive to school boards regarding reporting the spending of the ministry school library allocation.
- Celebration of Ontario Public Library Week, October 2022 with the theme “One card, one million possibilities.” As part of this The Hon. Neil Lumsden, Minister of Tourism, Culture and Sport, attended the OPLW launch at the Valley Park Branch, Hamilton Public Library.

### Programs and Research:

The Forest of Reading Festival was delivered virtually in May for the third year in partnership with CBC Books. Nine ceremonies were presented in French and English, hosted by CBC comedian Ali Hassan.

Kudos to the planning team and a big thank you to the attendees for the first OLA in-person event since the 2020 OLA Super Conference. ‘Libraries that Work’, was the theme for the Annual Institute on the Library as Place held

in July in Toronto and with tours of branches at Vaughan Public Libraries, Richmond Hill Public Library, Toronto Public Library and University of Toronto, Scarborough Campus. An interesting side note is that the nation-wide Rogers internet outage happened on the library tour day of the conference. Tour attendees witnessed the value of the library in action as community members flocked to the library for internet access.

### Sector Employment Survey 2022

OLA periodically conducts a survey to help the association to better understand employment trends for new graduates from Master or Library Technician programs. The 2021 survey results, released in 2022, capture the experience of graduates who completed their studies during the period of COVID-19 lockdowns and hiring freezes. While general employment trends now have changed since 2021, this report provides key insight into the impacts of the pandemic on recent graduates entering the library sector during a very disruptive time in our history.

### New initiatives:

In 2022 OLA struck a new Climate Action Group and co-proposed with the British Columbia Library Association (BCLA) that the Canadian Federation of Library Associations (CFLA-FCAB) form a committee at the national level

OLA joined the National Indigenous Knowledge and Language Alliance (NIKLA). This alliance is currently working on creating a national framework for respectful terminology. Kudos to OLA members Sabrina Saunders and Feather Maracle for their work in implementing this new organization.

### Road to recovery:

OLA, like many other organizations, experienced staffing changes for those who were ready, following the worst of the pandemic, for a fresh experience and advancing their careers. We are so grateful for the support of the entire OLA staff team during a challenging time, and I would like to thank the following who are now OLA Staff Alumni and lifetime library champions: Robert Nishimura, Lauren Hummel, Destiny Laldeo, Meagan Anderi and Sarah Roberts.

Thank you to the OLA staff team, countless OLA leadership volunteers and the tireless OLA Board members led by Sabrina Saunders for their support of the association in 2022. You are all such a pleasure to work with and the reason we have emerged so well from the challenges of the past few years.

Thank you to our

# DONORS



We appreciate your generosity. Thank you for supporting the  
Ontario Library Association.

OLA is a charitable and non-profit organization that accepts donations for several funds. Each fund supports the library and information sector in a unique way. From getting books into the hands of children across Ontario, to Mentorship, tuition scholarships, event travel bursaries and more!

Mary Ann Mavrinac	Christie Currie	Meredith Tutching	Brandon Fratarcangeli
Kerry Badgley	Catherina Rouse	Stephanie Pimentel	Ruth Gretsinger
Brenda Reed	Aaron Badgley	Virginia DiLauro	Dawn Telfer
Leslie Weir	Donna MacLeod	Melissa Macks	Laura Carter
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Deborah Kay	Lauren Flattery	Sarah Macintyre	Lauren Bourdages
Susan Kun	Larysa Essex	Catherine Matyas	Julie Waddick
Anita Brooks Kirkland	Liz Kerr	Chanda Gilpin	Peeranut Visetsuth
Michael Ridley	David Harvie	Paula de Ronde	
Marie Cécile Domecq	Caroline Goulding	Bernard M.L. Katz	
Patricia McPhail	Barbara Clubb	Frances Davidson-Arnott	
Evan Collins	Margaret Andrewes	Jon Marshall	

## IN HONOUR/MEMORY OF

Heather Kerr	Athena Rose Cowell	Corinne Symons	Linda McKay
Harold Swartz	Heather and Ashwin	Leslie Hibberd	Sarah Badgley



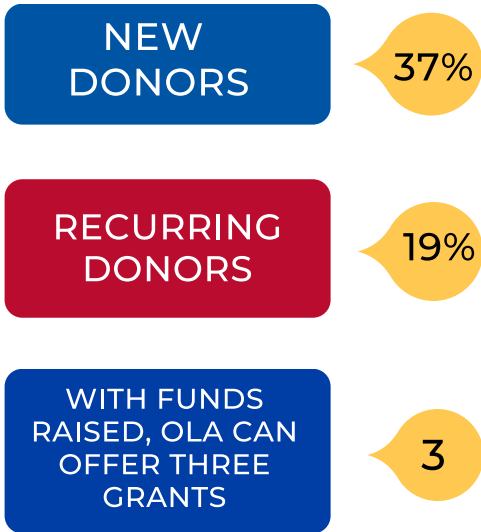


# OLA GENERAL FUND CAMPAIGN

2022 RESULTS

# \$5,664

RAISED 60% OF 10K FUNDRAISING GOAL



OUR 2022 CAMPAIGN ASKED DONORS TO SUPPORT OLA'S GENERAL FUNDRAISING EFFORTS, AS WELL AS SPECIFIC FUNDRAISING EFFORTS FOR:

**EQUITY, DIVERSITY, AND INCLUSION INITIATIVES.**



Help change a young person's life through the power of reading



# DONATE TODAY

## HELP MAKE THIS A PRIORITY

Every young person should have access to Canadian books.

### 3 fast ways your donation will help

Build future leaders by building readers.

#IReadCanadian.



#### ACCESS

Getting books into the hands of young readers, classrooms, libraries and remote communities in need

#### LITERACY AND LOVE OF READING

Connecting authors/ illustrators to a small or remote community

HELP US REACH OUR GOAL OF \$25K

Donate at [accessola.com/about-ola/donate-today](https://accessola.com/about-ola/donate-today)

# ONTARIO LIBRARY ASSOCIATION

## MEMBERSHIP

**2,933**  
**MEMBERS**

Divisional Membership  
Numbers as of August 31, 2022



In 2022 OLA extended complimentary memberships to students. This resulted in 277 student memberships for fiscal 2022! Student memberships are \$20

## EVENTS

### OLA VIRTUAL SUPER CONFERENCE 2022

GATHER | SE RASSEMBLER



#### MOST POPULAR SESSIONS

- Book Tasting with the Best Bets Committee | 1134 Attendees
- Librarians of TikTok | 815 Attendees
- 52 Weeks of Takes & Makes | 781 Attendees

### OLA VIRTUAL EVENTS

In 2022, OLA saw a total of 1,250 event attendees over all of our virtual events, excluding OLA Super Conference.



#### Top 5 Virtual Events:

<b>COPYRIGHT SYMPOSIUM</b>	<b>RA IN A DAY</b>	<b>DIGITAL ODYSSEY</b>	<b>CHILD &amp; YOUTH EXPO</b>	<b>OCULA CONFERENCE</b>
<b>173 REGISTRANTS</b>	<b>201 REGISTRANTS</b>	<b>105 REGISTRANTS</b>	<b>230 REGISTRANTS</b>	<b>222 REGISTRANTS</b>

LEARN MORE ABOUT OLA'S EVENTS AT [ACCESSOLA.COM/EVENTS](https://accessola.com/events)

# THE LIBRARY MARKETPLACE



**15.1K ITEMS SOLD**  
**171 NEW ITEMS ADDED**  
**872 PROFESSIONAL RESOURCES**



**31.3K VISITS TO TLM**  
**743 ORDERS PLACED**  
**345 NEW CUSTOMERS**



## FACEBOOK

- Traffic: 2.5K (+128%)
- Sales: \$418.58
- Page follows: 194

## INSTAGRAM

- Traffic: 69 (+ 64%)
- Sales: \$111.22
- Followers: 782

## TLM DIRECT EMAIL

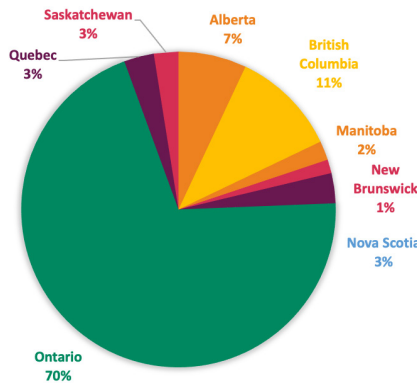
- Traffic: 3.9K
- Sales: \$7.7K +100%

## STORE IN A BOX

- Orders: 3
- Sales: \$4.7K



## WE SELL COAST TO COAST!



## FOREST OF READING

The Forest of Reading had a successful 2022 program year and managed to fully recover after the pandemic. Full programming during the year was up and running, but the Festival remained digitally in partnership with CBC Books in May 2022.

**4609**  
Registrations

**1958**  
Individual Schools/PL

**105K**  
Books Sold

**116K**  
Total Voters



**100 books were nominated with 145 authors/illustrators and 47 publishers**

## FOREST OF READING

### COVID-19 Response



### Increased our Virtual Offerings and released:

- 40 Virtual Offerings
- 20 Forest Fridays Author Visits
- 4 Perks Sessions with Karen Levine, Andrée Degrasse, Kevin & Basil Sylvester and Rona Ambrose
- 3 White Pine Panels Discussions with 9 of the 10 nominees
- 10 Blue Spruce Read Alouds
- 14 Mercer-Lit Authors Visits
- 10 Le prix Peuplier Read Aloud



**LEARN MORE ABOUT THE OLA AT ACCESSOLA.COM**

# OLA FINANCIAL STATEMENTS, 2022

## STATEMENT OF OPERATIONS & CHANGES IN NET ASSETS (GENERAL FUND)

	Audited 2022	Audited 2021
<b>YEAR ENDED AUGUST 31</b>		
<b>REVENUES (\$)</b>	<b>12 months</b>	<b>12 months</b>
Membership	172,165	166,311
Conference	763,937	808,604
Continuing Education	202,708	94,168
The Library Marketplace	182,891	141,745
Programs and Projects	382,706	266,902
Government Grants	40,300	40,300
Contributions	5,804	36,861
Investment Income	4,461	2,682
Other Income	217,092	143,576
	<b>\$1,972,064</b>	<b>\$1,701,149</b>
<b>EXPENSES (\$)</b>		
Salaries and Benefits	1,058,109	848,306
Conference	173,330	143,109
Continuing Education	28,342	11,846
The Library Marketplace	125,699	108,495
Programs and Projects	213,092	208,300
Provision for Doubtful Accounts	30,108	20,564
Honoraria and Awards	2,405	4,628
Commission	924	—
Purchased Services & Materials	107,774	109,722
Travel, Lodging and Meals	501	(1,096)
Occupancy Costs	190,358	145,957
Equipment Rental & Maintenance	19,609	18,914
Supplies, Printing Delivery, etc.	7,331	5,427
Telephone	16,916	12,449
Professional Fees	51,149	33,918
Amortization & Intangible assets	13,058	16,322
Depreciation of capital assets	4,754	4,883
Bank charges and fees	8,092	19,017
Foreign Exchange	42,801	29,329
	<b>\$ 2,094,352</b>	<b>\$ 1,740,090</b>

EXPENSES continued in next column...

	Audited 2022	Audited 2021
<b>EXPENSES (\$)</b> continued from previous column...		
Excess of expenses over revenues for the year	<b>(122,288)</b>	<b>(38,941)</b>
Government assistance	185,198	467,460
Excess of revenues over expenses	<b>62,910</b>	<b>428,519</b>
Net assets - general fund - at beginning of year	\$ 1,642,511	1,228,795
Transfer to internally restricted funds	\$ (1,439)	\$ (2,303)
Transfer from internally restricted funds	—	\$ (12,500)
Net assets - general fund - at end of year	<b>\$ 1,703,982</b>	<b>\$ 1,642,511</b>

The Statement of Operations & Changes in Net Assets (General Fund) and the Statement of Financial Position are drawn from the audited statements for the year ended August 31, 2022, with the audited comparative figures for the year, which ended August 31, 2021. Complete audited statements for the year ended August 31, 2022, as prepared by the accounting firm of Hilborn, LLP, and approved by the Board of Directors on February 16, 2023, are available on the OLA website at: [www.accessola.com](http://www.accessola.com)

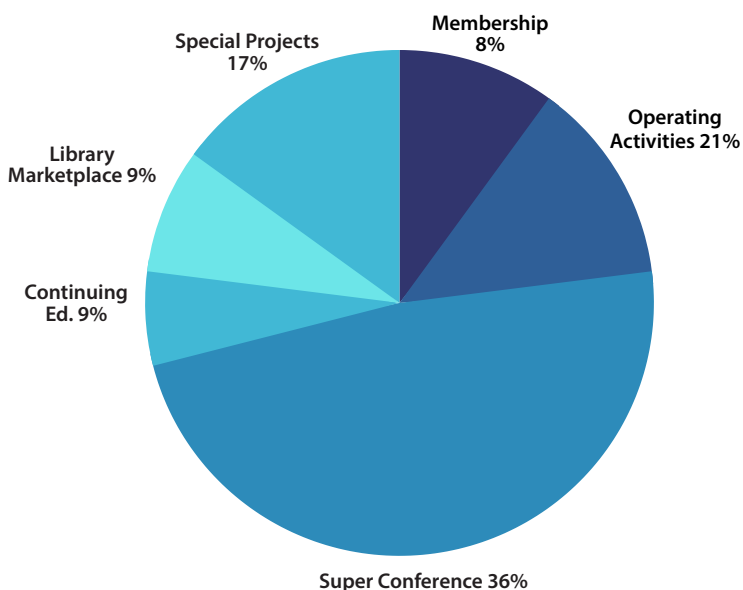
# OLA FINANCIAL STATEMENTS, 2022

## STATEMENT OF FINANCIAL POSITION

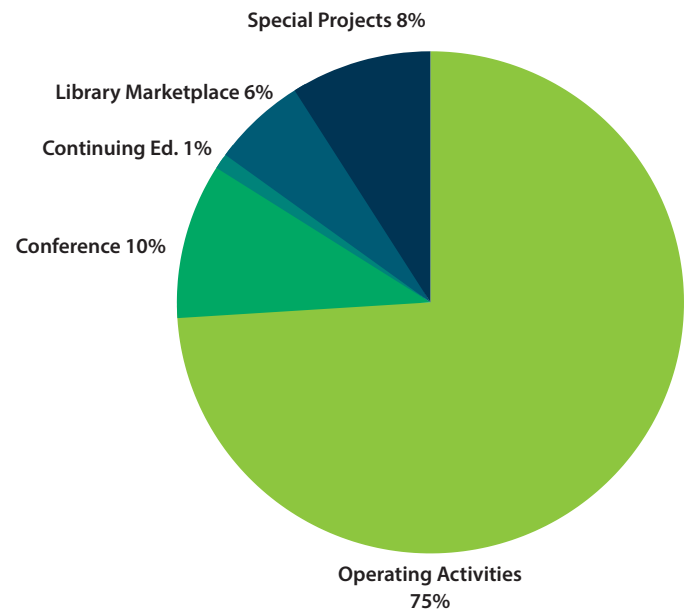
	Audited 2022	Audited 2021
<b>ASSETS (\$)</b>		
<b>Current assets</b>		
Cash	532,895	936,733
Short-term investments	959,127	292,191
Accounts receivable	294,940	424,801
Inventory	88,679	89,646
Prepaid expenses - conference	44,986	—
- other	33,461	28,000
	<b>\$ 1,954,088</b>	<b>\$ 1,771,371</b>
<b>Long-term assets</b>		
Long-term Investments	196,488	205,181
Capital assets	15,563	15,216
Intangible assets	52,232	65,290
Assets under capital lease	3,454	4,317
	<b>267,737</b>	<b>290,004</b>
<b>TOTAL</b>	<b>\$ 2,221,825</b>	<b>\$ 2,061,375</b>

	Audited 2022	Audited 2021
<b>LIABILITIES (\$)</b>		
<b>Current liabilities</b>		
Accounts payable and accrued liabilities	266,210	161,819
Capital lease obligation	1,278	2,504
Deferred revenue	39,411	25,991
	<b>\$ 306,899</b>	<b>\$ 190,314</b>
<b>Long-term liabilities</b>		
Capital lease obligations	—	1,278
	<b>306,899</b>	<b>191,592</b>
<b>NET ASSETS (\$)</b>		
General fund	1,703,982	1,642,511
Internally Restricted fund	63,254	61,815
Externally Restricted fund	147,690	165,457
	<b>\$ 1,914,926</b>	<b>\$ 1,869,783</b>
<b>TOTAL</b>	<b>\$ 2,221,825</b>	<b>\$ 2,061,375</b>

2022 OLA Revenues (Sept. 1, 2021 to Aug. 31, 2022)



2022 OLA Expenditures (Sept. 1, 2021 to Aug. 31, 2022)





# REPORT OF LORI HALLAHAN

## OLA BOARD TREASURER

### 2022-2023

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In my first year as the OLA Treasurer, it has been a privilege to see all of the hard work that is accomplished by the OLA Board, staff, and various committees. The commitment to OLA's vision and mission is truly evident in all the work that is being done by everyone involved.

On behalf of the Board of Directors, I am pleased to report that the Board has approved the 2021-2022 audited financial statements. OLA's auditing firm, Hilborn LLP, has reported that the consolidated financial statements present fairly, in all material respects, the financial position of OLA as of August 31, 2022, and the results of its operations and its cash flows for the year then ended, in accordance with Canadian accounting standards for not-for-profit organizations.

The global pandemic continued to impact programming and activities throughout the year. Government subsidies ended in the third quarter of the fiscal. Management ensured the delivery of member value through its programs and services, both virtually and in-person, where public health recommendations allowed.

Through prudent management, OLA achieved its operational budget targets with a surplus of \$62,910.

The Board of Directors and the Audit Committee continue to work closely with management as OLA moves into a new annual operations plan, informed by research into the association sector and membership needs, and with the guidance of its strategic plan.

Thanks to the OLA Board of Directors for their steadfast support as well as the contributions of the dedicated volunteers. Thanks to the OLA staff for continuing to lead and support the library community.

# Congrats to our 2022 Award Recipients!

**OLA MEDIA AND COMMUNICATIONS AWARD:**  
#SchoolLibraryJoy Social Media & T-Shirt Campaign

**OLA PRESIDENT'S AWARD FOR EXCEPTIONAL ACHIEVEMENT:**  
First Nation Public Library Librarians

**LARRY MOORE DISTINGUISHED SERVICE AWARD:**  
Victoria Owen, Faculty of Information, University of Toronto

**OLA TECHNICAL SERVICES AWARD:**  
Thomas Brenndorfer, Guelph Public Library

**OCULA LIFETIME ACHIEVEMENT AWARD:**  
Barbara McDonald, University of Guelph

**ABO-FRANCO PRIX MICHELINE-PERSAUD:**  
Scholars Portal for their Service de clavardage en français

**OCULA SPECIAL ACHIEVEMENT AWARD:**  
Mark Swartz, Queen's University

**OPLA JAMES BAIN MEDALLION:**  
Rose Savage, Vaughan Public Library Board

**OPLA LIFETIME ACHIEVEMENT AWARD**  
Gayle Hall

**OLBA W.J. ROBERTSON (LIBRARIAN OF THE YEAR):**  
Margie Singleton, Vaughan Public Libraries

**OSLA LIFETIME ACHIEVEMENT AWARD:**  
Caroline Freibauer

**KEN HAYCOCK AWARD:**  
Victoria Owen, Faculty of Information, University of Toronto

**KEN HAYCOCK SUPER CONFERENCE GRANT:**  
Allie Barrett, Algonquin and Lakeshore Catholic District School Board

## Thanks to our 2022 Financial Supporters

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Saunders Book Company  
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Tinlids  
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Counting Opinions

### THE FAITH IN OLA STAFF OF

Innovation, Science, and Economic Development Canada  
Toronto International Festival of Authors  
SkyWords Media  
Access Copyright  
First Books Canada

### AND THE SUPPORT OF

Ministry of Tourism, Culture and Sport  
Ontario Cultural Attractions Fund  
Toronto Arts Council

### CORPORATE DONORS

Canadian Urban Libraries Council | Conseil des bibliothèques urbaines du Canada  
The Personal Insurance Company

# OLA Board and Councillors, 2022

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*In addition to the board executive, the OLA Board of Directors is comprised of the President & Vice President of each division.*

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Atikokan Public Library



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**Vice President**  
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# OLA Staff, 2022



TOP ROW, LEFT TO RIGHT: Mustafa All-Said, Events Intern; Michelle Arbuckle, Director, Member Engagement & Education; Gina Freitag, Training & Event Producer; Andrea Noriega, Conference Production Support. SECOND ROW, LEFT TO RIGHT: Esteban Dorado-Troughton, Member Relations Coordinator; Meredith Tutching, Director, Forest of Reading®; Stephanie Buosi, Store Manager, The Library Marketplace; Helen Chevreau, Administrative Coordinator. S. THIRD ROW, LEFT TO RIGHT: Melissa Macks, Member Engagement Officer; Shelagh Paterson; Executive Director; Lily Kwok, Advocacy & Research Officer; Stephanie Pimentel, Director, Operations. BOTTOM ROW, LEFT TO RIGHT: Sherly Kyorkis, Marketing & Communications Manager; Divya Annamreddy, Operations Coordinator; Praan Misir, Project Officer. MISSING FROM PHOTO: Fei Dong, Store Associate