First Town Hall Meeting for 2020-2025 Strategic Plan

Time: Feb. 20, 2020, 02:00-03:00 PM Central time

Attendees: Lian Ruan, Wenli Gao, Ray Pun, Ping Fu, Michael Huang, Min Tong, Vincci Kwong, Hong Miao, Xiping Liu, Lei Jin, Ying Zhang, Leping He, Qi Chen, Fu Zhuo, Dan Xiao

Meeting Chair: Wenli Gao & Lian Ruan

Minutes Taker: Ray Pun

Question 1: What is your feedback on CALA's vision, mission and value statements?

CALA Mission Statement
To support the professional development of CALA members and enhance the leadership development of Chinese American librarians through training, mentoring, networking, and collaboration with colleagues in the United States and abroad. CALA’s work inspires Chinese American librarians to meet their professional goals and to make valuable contributions to the global library community.

CALA Vision Statement
CALA is an inclusive, diverse, and member-driven community which provides members with the opportunities to share knowledge and achieve their professional aspirations. CALA members are key collaborators, contributors, and leaders advancing the field of librarianship globally.

CALA Core Organizational Values
- professionalism
- collaborative leadership
- positive, open, and inclusive environments
- transparency and integrity
- service to members
- continuous learning
- effective communications
- stewardship of resources
- global perspectives

Attendees responded:
• Add diversity and inclusion in our mission and vision statement because of our work with ethnic affiliates and JCLC
• For values, keep track of documents for stewardship and we may need clarity on this
• Include advocacy in our values
• Need to be careful how we spend resources (money/people) and preserve these resources
• Consider accountability, transparency with reason and be open
• Support scholarships for members
• Combine a few similar values to shorten the list
• Service to members can be narrowed down as a value. For example, professionalism and scholarship are specific

Question 2: CALA has six strategic priorities. What do you think CALA has accomplished the most and the least so far?

The CALA 2020 Strategic Plan (2015-2020) focused on the following six priorities:
1. Membership Recruitment, Retention, and Engagement
2. Leadership Training and Development
3. Local Chapter Development
4. Professional Development Opportunities through Training and Mentoring
5. Professional Networking through Cutting-edge Technologies
6. CALA’s Impact on Local, State, National, and International Levels

Attendees responded:

• Chapter work is very important and CALA has been supportive of local activities
• Collaboration is needed for different chapters. Zoom platform has been helpful.
• Membership recruitment (#1) is a priority and national impact (#6) too.
• A discussion for #5 Professional Networking through Cutting-edge Technologies or “State of the Art Technologies” -- Example: change this statement as: ”Professional networking including cloud based or digital technologies”
• Change “Cutting-edge” and replace with digital technologies or state of the art technology
• A discussion on #6 CALA’s Impact on Local, State, National, and International Levels: international has been very strong in CALA (IFLA membership)
• Local activities need to be shared. We may not know what others are doing locally. They can share and report activities in the newsletter, possibly?
• A discussion on #2 Leadership Training and Development - we should invest in more, focusing on research and publishing, and scholarship work, or providing funding for
specific leadership programs (ARL, Harvard, etc) for CALA leaders. We may want to consider using the word “career development” instead.

**Question 3: What has CALA done for you professionally?**

- Create committee/leadership opportunities, not easy in ALA to serve in these roles
- CALA has something for everyone: presentation opportunities, committee work and we need to let members know about them
- Professional service opportunities, and members find a professional community to network through CALA
- CALA has been identified as a home association for some members
- Formal mentorship program and helpful for all members at all different levels who are new or seasoned
- Consider opportunities to learn management skills that may not be readily available at our day jobs
- Support tenure track librarians to meet tenure track criteria or promotion/tenure process

**Question 4: What has CALA done for you personally?**

- CALA has helped members create new friendships and a sense of community
- There is support that CALA has created including connections with home countries
- CALA has WeChat and other resources that help connect CALA members
- Consider personal stories about CALA to send to CALA newsletter
- CALA membership dues have not increased over time
- We need more collaboration
- Run our own journal to provide a publishing platform for members