

ISSUE 259 – SPRING 2021

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Chicago Association of Law Libraries

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Mentorship and
Leadership Development
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Nominations and Elections
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SPRING 2021

LETTER FROM THE EDITORS

EMILY BARNEY, EMILY BYRNE, MATTHEW TIMKO

Happy Spring (issue – in reality it is summer outside!) CALL members. We hope you'll find time to enjoy all of the great content in this Spring issue of the *CALL Bulletin*!

In this issue, we take a look at the [AALL Management Institute](#) and the [Special Library Association's Competitive Intelligence Certificate course](#); we also congratulate the [CALL Award recipients](#) and say goodbye to longtime CALL member, leader, and friend, [John Klaus](#).

In addition to the regular features, including celebrating [CALL member accolades](#), we [congratulate Gretchen Van Dam](#) on her retirement, say hello to [new member Natasha Crespo](#), and wish farewell (not really) to [Lindsey Carpino on her last letter](#) as President.

As always, please reach out to the editors with any ideas or questions, and don't forget to send your reports to Lindsey so they can be included in the Summer Issue of the Bulletin!



SPRING 2021

PRESIDENT'S LETTER

LINDSEY CARPINO

As I write my final president's letter, I cannot help but be proud of what we accomplished in a very challenging year. While I am sad that I did not get to see your faces in person at our business meetings, executive board meetings, continuing education events and countless social events, we persevered.

We had 72 virtual attendees register for our May Business Meeting. The Community Service committee donated to [Chicago Books to Women in Prison](#).

Congratulations to this year's [CALL award](#) recipients. John Klaus (posthumous) and Jean Wenger on the [Agnes and Harvey Reid Award for Outstanding Contribution to Law Librarianship](#). Gretchen Van Dam on Lifetime Achievement in Law Librarianship Award. Matt Timko for Outstanding In-House Publication Award.

I would like to thank Diane Rodriguez, AALL Vice President, for speaking at our CALL business meeting and highlighting our chapters' accomplishments. Including CALL's commitment to diversity and inclusion, our adaptable nature in hosting virtual social and continuing education events including our media club. Also, a big congratulations to the Government Relations committee, led by Sarah Reis, for updating [Finding Illinois Law](#) which will be featured on HeinOnline.

CALL ended the May Business Meeting with a giveaway bonanza featuring 25 AALL registration fee grants for the Annual Meeting! AALL also offered 1 additional registration fee grant to our membership. This is a wonderful example of how CALL transitioned in the times of Covid to offer additional grants to our membership. For that, I am very proud. Thank you to our Past President, Jessie LeMar, for leading the Grants and Chapter Awards committee.

Thank you to the outgoing CALL Board members for their service: Jessie LeMar (Past President), Philip Johnson (Secretary) and Megan Butman (Director). Welcome to our incoming-board members: Scott Vanderlin (Vice-President/President Elect), Sarah Andeen (Secretary) and Carrie Port (Director)!

The CALL board agreed to extend our **Strategic Plan** through 2023. This will give the board and committees extra time to fully carry out the plans. While there is still more work to be done with diversity and inclusion, I am confident CALL will continue to serve out its mission to "support legal information professional: y, education, and engagement."

CALL EXECUTIVE BOARD MEETING MINUTES – FEBRUARY 2021

PHILIP JOHNSON

Conference call

February 9, 2021 8:30 a.m.

Board Members Present: Lindsey Carpino, Jamie Sommer, Tom Keefe, Megan Butman, Mandy Lee, Jessie LeMar, and Philip Johnson

Board Members Absent: None

Significant Actions: None

Treasurer's Report (Section IV)

- Harris Balance as of February 8, 2021 – \$15,846.19
- Membership numbers to date – 200

CALL EXECUTIVE BOARD MEETING MINUTES – MARCH 2021

PHILIP JOHNSON

Conference call

March 9, 2021 8:30 a.m.

Board Members Present: Lindsey Carpino, Jamie Sommer, Tom Keefe, Megan Butman, Mandy Lee, Jessie LeMar, and Philip Johnson

Board Members Absent: None

Significant Actions: None

Treasurer's Report (Section IV)

- Harris Balance as of February 8, 2021 – \$16,585.48
- Membership numbers to date – 200

CALL EXECUTIVE BOARD MEETING MINUTES – APRIL 2021

PHILIP JOHNSON

April 13, 2021 at 8:30 a.m.

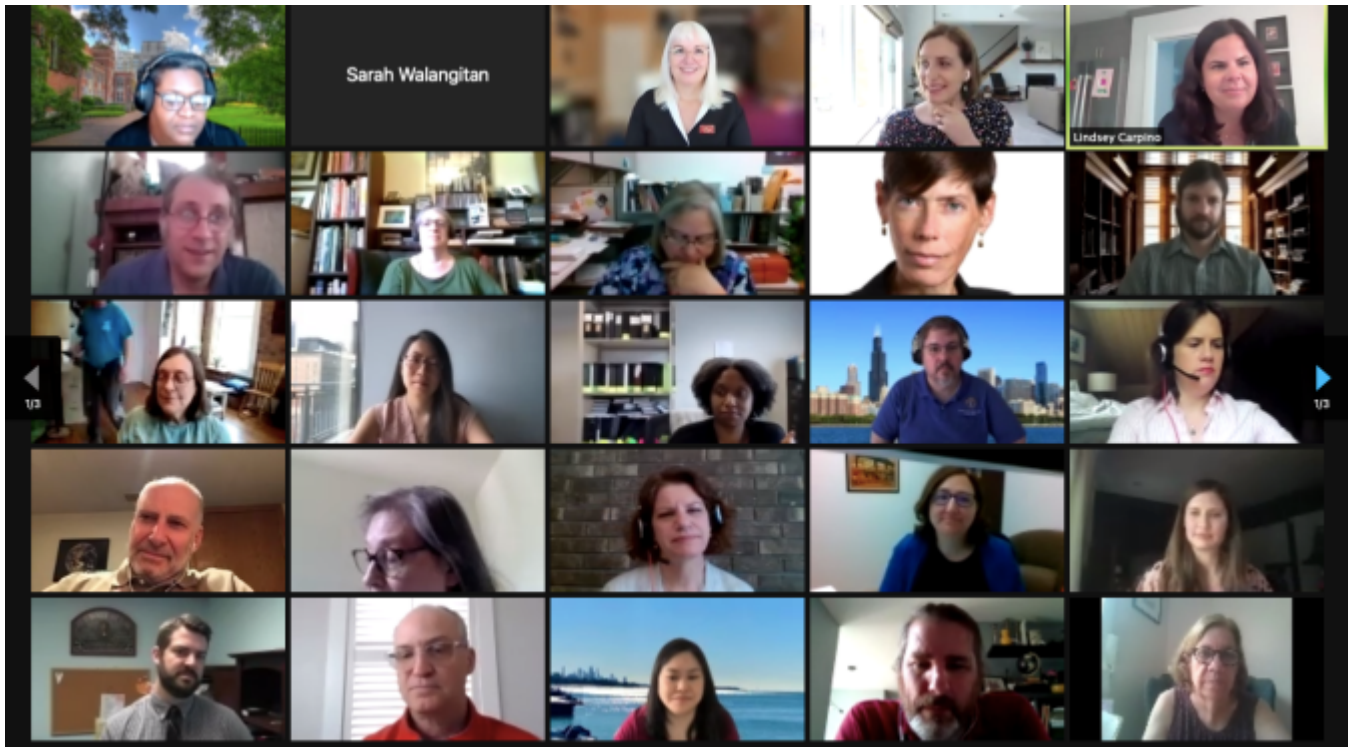
Board Members Present: Lindsey Carpino, Jamie Sommer, Tom Keefe, Megan Butman, Mandy Lee, Jessie LeMar, and Philip Johnson

Board Members Absent: None

Significant Actions: The board approved extending the implementation of the strategic plan through May 2023.

Treasurer's Report

- Harris Balance as of February 8, 2021 – \$14,960
- Membership numbers to date – 213



MAY BUSINESS MEETING: DIANE RODRIGUEZ (AALL VICE-PRESIDENT)

PHILIP JOHNSON

Our final business meeting of the year was held over Zoom. In addition to our **CALL award winners**, recognized below, President Lindsey Carpino also acknowledged CALL members that won AALL awards this year:

- Stacia Stein won the Joseph L. Andrews Legal Literature Award
- Matt Timko won the AALL/Lexis Nexis Call for Papers Award in the New Member Division
- Mandy Lee won the Minority Leadership Development Award
- Clanitra Stewart Nejdil won both the Emerging Leader Award and the AALL Spectrum Article of the Year Award!

DEI Initiatives & Strategic Plan

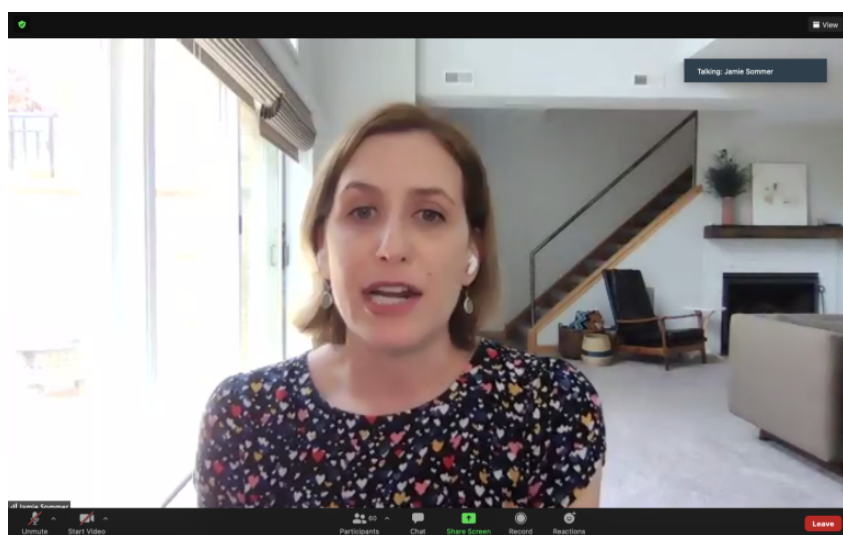
Lindsey also covered our ongoing work on the **CALL Strategic Plan**, the implementation of which has been extended to 2023.

Our work on DEI initiatives this year included signing a solidarity statement with Black Lives Matter, signing onto the Asian American Law Librarians Caucus "[Statement on Anti-Asian Incidents](#)," donating to [Asian Americans Advancing Justice](#) and the [DuSable Museum of African American History](#), and offering [bystander intervention training to CALL members](#).

Other strategic plan initiatives involve promoting CALL and planning for our 75th anniversary, which will be next year.

Meeting Speaker: Diane Rodriguez, Vice President/President Elect of AALL

Vice President Jamie Sommer introduced our guest speaker, Diane Rodriguez. Ms. Rodriguez is the current Vice President/President Elect of AALL and serves as the Assistant Director of the San Francisco Library.



Jamie Sommer introduces Diane Rodriguez

Ms. Rodriguez opened by stating how crucial AALL chapters are for staying connected, and congratulated our award winners and thanked CALL for being a dynamic and resilient group that has continued to through the pandemic. She singled out our focus on DEI in our updated strategic plan as well as our programs throughout the pandemic and the new [Careers in Law Librarianship page](#) on our site.



Diane Rodriguez (AALL Vice President Elect)

AALL Updates

Ms. Rodriguez then covered recent AALL Board activity—the Board Book from the April board meeting is available [here](#). The Board is working on Nomination Committee appointments, a revised budget and budget guidelines for 2021-22, and updating AALL's strategic direction and action plan. Further, they've approved reduced SIS fees for unemployed members, revised the charge of Minority Development Leadership Award, and approved the dissolution of DET-SIS to merge with LIT-SIS.

AALL is committed to DEI efforts as evidenced in part by the work of the Inclusion, Diversity, and Equity Awareness Special Committee. The charge is available [here](#), and a recent report by that committee can be found at page 227 of the April Board Book.

Annual Meeting & Professional Development

The [AALL Annual Meeting](#) is coming up from July 19-23, which will be more dynamic than last year, when the meeting had to pivot to a virtual format on the . y. AALL has also worked to create new programming, including a self-paced course on budgeting that has proven to be popular.

The [Continuing Professional Education Committee](#) is considering ideas for similar courses. The Management institute had 82 registrants this year and was a success, and less formal coffee chats on various issues have also been successful. You can look at the [calendar](#) to see what opportunities are coming up.

AALL Advocacy

Regarding legislative advocacy, [Government Relations](#) has prioritized efforts on equitable access to legal information (including improvements to the U.S. Code and PACER), balanced copyright laws, and funding to support the legal information industry. [Their page](#) covers these and other efforts in more depth and provides ways to get involved with these efforts.

Membership renewals for 2021-2022 are now open, and Ms. Rodriguez entreated members to consider rejoining, noting a lower cost for unemployed/furloughed members. She pointed out resources including

a new career center, monthly and weekly newsletters with opportunities to engage and participate, and the week-daily KnowItAALL newsletter.

Ms. Rodriguez concluded with some updates on other AALL content. An updated *State of the Profession Report* should be out in June, and the biennial salary survey is slated to release in November. While AALL archives have been held at the University of Illinois Urbana-Champaign for 40 years, AALL is working to digitize these materials, which include materials from chapters and SISs. The physical archives will soon move to the Pritzker Legal Research Center at Northwestern.

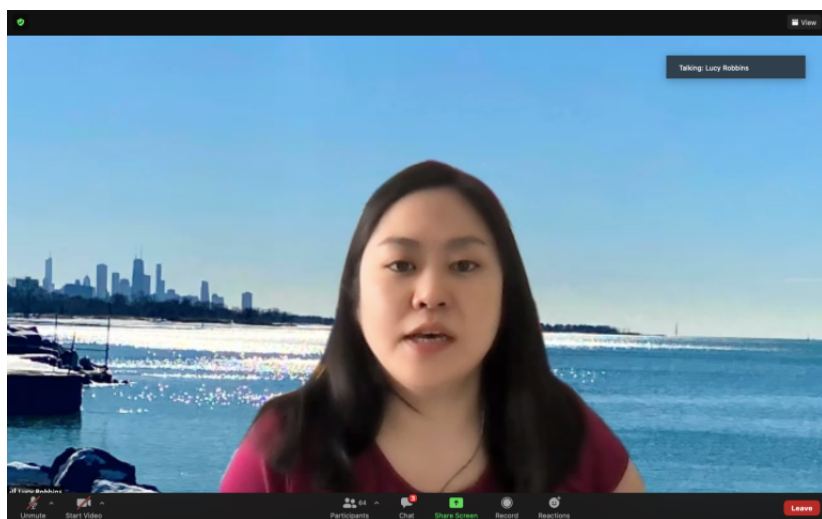
Q&A

Q: Is AALL planning for a return to in-person annual meetings?

A: AALL is planning on having an in-person meeting in 2022 in Denver. We may have to opt for a hybrid meeting because virtual meetings have really taken off and we can reach more members with a virtual component. It's nice to be able to increase access and extend a virtual opportunity to everyone.

Committee and Award Announcements

Jamie Sommer thanked the Public Relations Committee for drafting a new social media policy, which will be posted to the site.



Lucy Robbins

Lucy Robbins, Community Service: We encourage donations to Chicago Books to Women in Prison (CBWP). CBWP is a local group that meets every Sunday to get donated resources to incarcerated women. There is an [online wish list](#), and CALL members can [donate books or money](#).

Todd Hillmer, Continuing Education: On May 26 Continuing Education will offer a session, "Scams, Schemes and Cyber Security," presented by David Williams, Supervisor in the Special Prosecutions Bu-

reau of the Cook County Assistant State's Attorney's Office. Look for announcements of other sessions from the committee soon.

Clare Willis, Membership: Membership renewals have begun. If you haven't renewed yet, look for email from Jamie Sommer sent on May 16. If you have questions about this, reach out to clare.willis@law.northwestern.edu. Note that once the renewal period is over, the listserv will be reconciled with the membership roster. If you don't renew, you'll be removed from the listserv.



Jessie LeMar spinning the "Wheel-O-Grants"

Jessie LeMar, Grants and Chapter Awards: CALL is raffling 25 grants to attend AALL, and we have a registration from AALL to award as well.

Presentation of Chapter Awards

Congratulations to our 2020-21 CALL award winners!



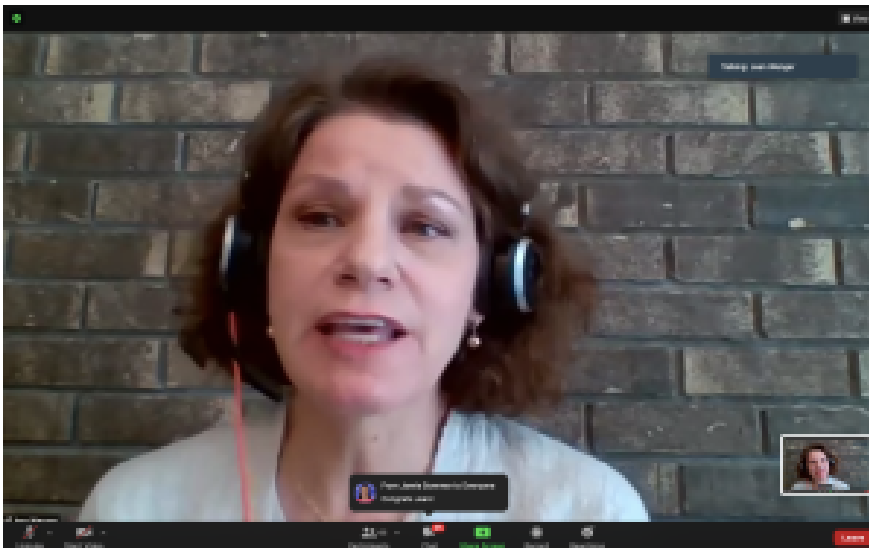
Matt Timko – Outstanding In-House Publication Award

Outstanding In-House Publication: Matt Timko, for his **Racial and Social Justice LibGuide**



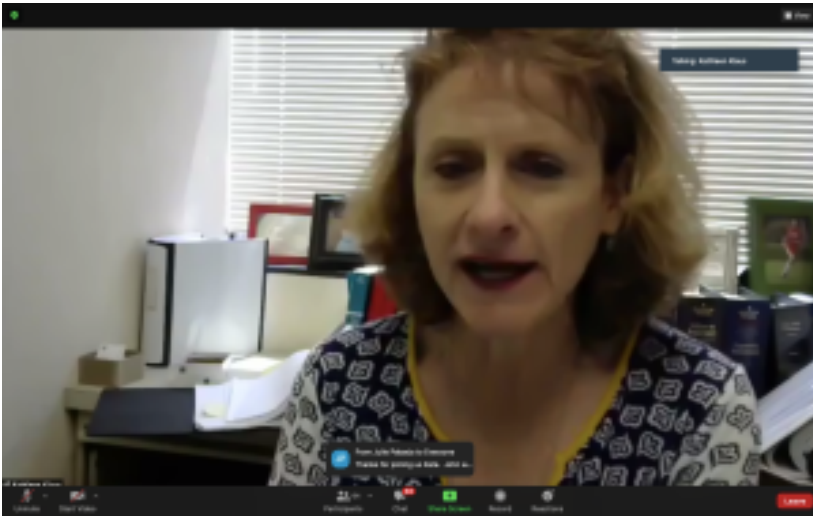
Gretchen Van Dam – Outstanding Lifetime Achievement in Law Librarianship Award

- Outstanding Lifetime Achievement: Gretchen van Dam



Jean Wenger – The Agnes and Harvey Reid Award for Outstanding Contribution to Law Librarianship

- Agnes and Harvey Reid Award for Outstanding Contribution to Law Librarianship: Jean Wenger and John Klaus (posthumous)



John Klaus' sister Kate, on his behalf – The Agnes and Harvey Reid Award for Outstanding Contribution to Law Librarianship

We were joined by John Klaus's sister, Kate, who discussed John's lifelong love of librarianship.



SPRING 2021

AALL MANAGEMENT INSTITUTE

LINDSEY CARPINO

I would like to thank the **PLLIP-SIS** for a grant to attend the **AALL Management Institute**! Attending the management institute has been a goal of mine, so I was happy for the opportunity. The institute was held virtually on March 23-24, 2021.

This year's institute focused on managing remote and hybrid working environments, training on implicit bias, inclusive decision making, management and leadership responsibilities of managers and improving conflict and professional development planning.

AALL was able to focus the management institute on core principals as well as topics that are vital to everyone, including diversity and inclusion initiatives and workplace changes in the times of COVID.

Assessing your Strengths

Jessica Swenson, Employee Learning Programs Manager in **Learning and Talent Development at the University of Wisconsin – Madison** discussed categorizing our strengths as managers and leaders in the following areas: establishing direction, aligning people, motivating, and inspiring, planning and budgeting, organizing and staffing, and controlling and problem solving.

The moderator asked the attendees the following questions: where do you fit in? What would your colleagues say about you? What does your organization value? Answering these questions proved very insightful and would be great exercises to do with your own institution.

Understanding Organizational Culture

Maureen Sullivan, Organization Development Consultant talked about transforming organizational culture. We discussed the definition of organization culture. We thought about words that describe our current culture and core values.

Some food for thought: are we working in an organization that supports a culture of the work we want to do? What is one thing we would want to change in our organization? How can we go about helping to make this change?

Implicit bias & Inclusivity

From the **Perception Institute**, **Aya Taveras**, Director of Story and Representation, and **Jessica MacFarlane**, Senior Research Director, did a wonderful job discussing training on implicit bias and inclusive decision making. We learned about implicit bias, identity anxiety, microaggressions, stereotype threat, attributional ambiguity, and skills for addressing bias in the hiring and retention process.

We developed tools to address these biases like, navigating identity differences, overriding bias in decision making, strategizing when we have witnessed or experienced harm, resetting, and giving “wise feedback” that encourages consistent feedback for all.

You can explore these mind science key concepts further at the **Perception Institute's resources**.

Mindful Management

Joe Lawson, Deputy Director of the **Harris County Law Library** talked about mindful management resources. I think we can all use some mindfulness especially during the year we have experienced. Check out **AALL Mindfulness in Law Librarianship Caucus**.

I encourage everyone to attend AALL's Management Institute when the opportunity arises. Not only were we able to learn about key management principals, but also network with fellow colleagues!



NO STONED UNTURNED: LEVERAGING HUMINT INSIGHTS

SABINE SCHULLER

As you sip your shaken-not-stirred martini at the bar, you recognize “As Time Goes By” on the piano. You sigh impatiently as you look at your Rolex again – your contact is late. You have very urgent questions only they can answer and you are starting to worry. Are they having trouble finding parking? Or is their Aston Martin lying in a ditch, nudged off the road by shadowy figures hidden in the fog?

A very glamorous scenario to be sure, but that type of intelligence imagery belongs to the fictional world of movies. Competitive (Strategic) Intelligence (CI/SI) certainly does have military roots and practiced by national security agencies and police departments. However, the business world adapted those original techniques with an aim to “leverage insights, best practices, and unimpeachable ethics to drive growth and reduce risk in strategic choice” in their respective industries. (Society of Competitive Intelligence Professionals (SCIP)).

Leveraging Insights

Leveraging Insights

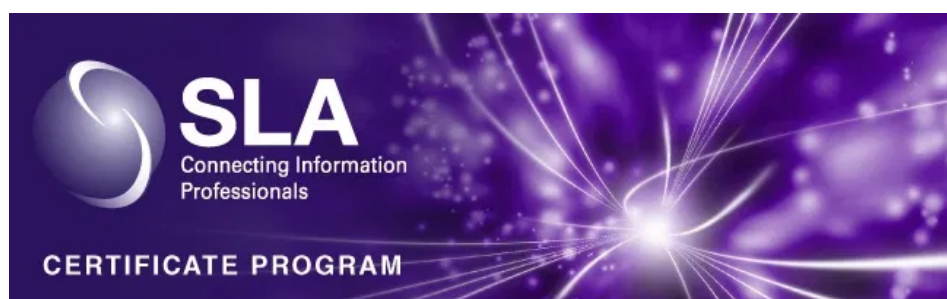
CI/SI particularly emphasizes “leveraging insights”. While Gathering, evaluating, and synthesizing information is important, this data analysis is only the very beginning of the process. Success for intelligence strategists looks like the Managing Partners debating your next-step recommendations with you – then deciding on the best way forward based on what you provided.

What is HUMINT?

One of those branches of CI/SI technique is Human Intelligence (HUMINT, which **Zena Applebaum**, a CI expert in the legal industry, calls the “ability to elicit the right information at the right time.”

The **CALL Grant Committee** gave me the opportunity to learn about HUMINT when they awarded me funding to take a Special Library Association **Competitive Intelligence**

Certificate course on that topic. It included lectures, readings, discussions, and a final project to demonstrate my skill at incorporating what I’d learned.



Key Intelligence

I discovered there are many ways to “elicit the right information”. Many are very familiar processes, including the first step of uncovering your Key Intelligence Topics (**KIT**). Information professionals uncover the right information during reference interviews/needs assessments discovering what your decision makers must know and why it’s mission critical.

The Key Intelligence Questions (**KIQ**) are those penetrating queries guiding your search towards fulfilling those information needs. A source map of your internal and external, primary and secondary sources organizes your research paths for maximum efficiency.

Once you have a solid search framework, you can feel confident your personal interviews with expert sources or on-the-ground explorations at event and trade shows will make the best use of your time. Using **ethical elicitation techniques** ensures your network is happy to continue working with you rather than screening your calls.

Legal Profession & HUMINT

The law profession already practices HUMINT. Some examples, do you remind Summer Associates, to keep absolutely silent when leaving the court house with their colleagues, no matter how the case is going? Has your firm ever employed corporate investigation firms like Axiom and FTI to provide due diligence and background checks?

Those practitioners provide valuable information that can sometimes be found nowhere else but through human beings. You may even have the opportunity to do some internal networking. Your firm's friendly real estate lawyer might be free for coffee to connect the dots with you as you navigate a project for the finance practice.

HUMINT & Search

What are some ways you can build HUMINT more strategically into your current search practices? Remember, you don't have to become a martini connoisseur. One approach might be to take small strategic steps. When creating a source map, can you add a few human resources to test the results of your Lexis Nexis search strings?

When you go to AALL, would it make sense to make a special effort to ask vendors or other attendees about what trends they're seeing in industries of special interest to your firm? On a broader scale, is there any interest within CALL to create a CI/SI interest group or roundtable similar to AALL's CI Committee to learn from each other?

Perhaps, all these small steps grow into a walk to a Managing Partner's office where she's eager to hear your recommendations on whether to expand into a new practice area – the beginning of a beautiful friendship.

Additional Resources

[What is HUMINT – Interview with Christina Lekati, \(30:51 min\).](#)

[SCIP Ask Me Anything with Zena Applebaum of Thomson Reuters: Women in Competitive Intelligence](#)

Competitive intelligence in law firms: Takeaways from ARK Group CI conference (2019) The last conference was in 2019, [keep an eye out for the next one.](#)

CONGRATULATIONS TO CALL AWARD WINNERS!

EMILY BARNEY, EMILY BYRNE, MATTHEW TIMKO

In May, the Grants and Chapter Awards Committee announced the recipients of the 2020-2021 CALL Chapter Awards.

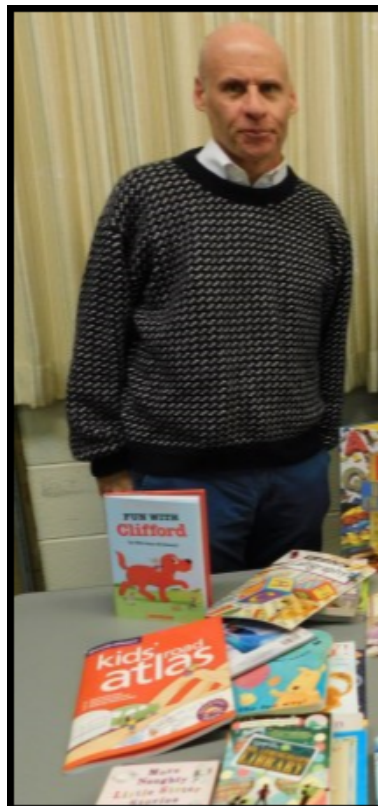
Please join us in congratulating the honorees!

The awards were presented (virtually) at the May Virtual Business Meeting. Award recipient profiles will be available in the Summer 2021 Issue.

Agnes and Harvey Reid Award for Outstanding Contribution to Law Librarianship: Jean Wenger and John Klaus



Jean Wenger



John Klaus

Lifetime Achievement in Law Librarianship Award:
Gretchen Van Dam



Award for Outstanding In-House Publication:
Matt Timko



Thank you to Jessie LeMar, Shari Berkowitz Duff, Lyonette Louis-Jacques, Jamie Stewart, and Jesse Bowman for serving on this year's Grants and Chapter Awards Committee.



RETIRING MEMBER PROFILE: GRETCHEN VAN DAM

GRETCHEN VAN DAM

In December 2020, Gretchen Van Dam retired from U.S. Court of Appeals for the Seventh Circuit Court Library after 20 years.

The *CALL Bulletin* interviewed Gretchen upon her retirement to ask her about her experiences and find out what CALL has meant (and continues to mean) to her.

Why did you decide to choose a career in law librarianship?

During law school I worked at a big Detroit law firm and got to know the law firm librarians. They enjoyed their careers very much and as research was the part of the job I enjoyed the most, they encouraged me to consider getting an MLS after law school and entering the profession. I've never regretted it!

What about librarianship changed the most during your career? Also, what about librarianship stayed the same during your career?

One of the biggest changes has been in the way law librarians do research – moving so much online. Lexis and Westlaw were in their infancies when I started and while we did *some* online research (remember UBIQs?), everything was very print focused. It's also impressive how our profession has adapted and evolved over those years; redefining and reinventing our roles and value to our organizations. What has stayed constant is our commitment to service and professionalism.

What made you decide to join CALL in the first place and stay in CALL? How has CALL helped you throughout your career?

I joined CALL when I came to Chicago in 1993 to work at Chicago-Kent. I had been an active member of the Michigan Association of Law Libraries and knew how valuable chapter membership can be to professional success. And I wanted to meet my new Chicagoland colleagues! I've learned so much from CALL members over the years.

I do plan to stay a CALL member post-retirement. Retiring from a position doesn't mean one is retiring from interest in the information profession and chapter membership keeps one informed and connected.

What will you miss most about being a librarian?

I don't think any of us every stop *being* a librarian!

What is one piece of advice you want to share with your fellow CALL members?

Participate. Membership in any type of group is enhanced by active participation. You will form fast friendships, be constantly learning, and become better at whatever work you are doing. Importantly, active participation and involvement keeps things in balance and brings happiness and satisfaction.

Gretchen can be reached at gretchenvandam (at) yahoo.com (link not included to prevent spamming)



NEW MEMBER PROFILE: NATASHA CRESPO

Natasha Crespo is a 2021 graduate of Chicago-Kent College of Law and just started her two year public interest fellowship for Indiana Disability Rights. She worked as a reference librarian at Purdue University before deciding to attend law school. She became a member of CALL in May 2021.

Natasha's Career Path

When did you decide to attend law school?

Law school was something I circled back to. I'm a member of the disability community and while still seeking adequate medical assistance, I decided libraries were a better fit than law. My initial research indicated that librarian as a career had a much lower overall stress rating than attorney and I was drawn to the ideals and mission of libraries and librarians.

After starting my career as a librarian, I finally received essential medical treatment that improved my health and perspective of my stress tolerance. Along with that, while working as the Digital Access Librarian at Purdue University Northwest I had the opportunity to work on the digital accessibility of our databases, webpages, and negotiate accessibility clauses into some contracts.

After diving deeper into contract negotiation, ADA requirements, and WCAG, I decided to go to law school to become a more effective advocate for people in the disability community.

How did your background as a librarian help you as a law student?

It made the research part a breeze. I felt confident when I was diving into a topic that I had found the most relevant case law when I worked on projects.

Having experience conducting reference interviews translated really well when it came time for client intake and interviews during legal internships. I was able to help clients identify what their primary goal was and other things they might need assistance with.

How would you say law school is different from library school?

Library school, for the most part, for me was fun and I worked throughout my entire program. I studied areas that I had not considered before library school like YA literature and Big Data, took trips to Italy and Mexico that expanded my understanding of literature and librarianship, and figured out I would not become an archivist. In both library school and law school, I was able to explore my interests and met passionate inspiring people using their skills to make positive impacts on others' lives.

However, law school was like being shot out of a cannon where you inexplicably and continuously pick up speed despite encountering things like friction and gravity that should slow you down. The benefit of being shot out of that cannon is that you can't suddenly change your mind once you're in the air despite how much you might wonder what you were thinking before.

Personal Background***Where did you grow up and where else have you lived before coming to Chicago? Do you have a favorite place?***

I am a Chicago native having lived longest in the Hermosa, Clearing, and West Lawn neighborhoods. However, I moved to Hammond, Indiana after becoming a librarian at Purdue University Northwest. My favorite spot in the entire city is the edge of the lakefront across from Buckingham Fountain. Beware the wandering Geese however, they do bite.

What do you like to do for fun?

I love to play video games and card games. I also enjoy reading (surprise)!

What are some of your favorite hobbies?

I like to paint, crochet, and play instruments like the violin, ukulele, and piano. I am fantastically terrible at all of these things.

Why did you join CALL?

I don't think you ever stop being a librarian regardless of your current role. I love libraries, what they stand for, and the things they provide. I wanted to stay connected with my community and it just seemed the logical choice after I received some encouragement from a fellow librarian.

Advocacy & Leadership

As a student leader at Chicago-Kent, Natasha founded a Disability Advocacy Law Student Association. She also worked with other student leaders and student services to promote, increase, and destigmatize mental health resources before the pandemic.

As classes moved online or to the hybrid format, her organization worked to identify barriers to accessibility and partnered with leaders to promote inclusive support for students.

Your fellowship is a new position for the Indiana Disability Rights agency. How do you hope to build on your recent experiences with Equip for Equality?

My experience at **Equip for Equality (EFE)** helped me to develop a base on legal issues and areas in the disability community like self-determination, restoration of rights, reasonable accommodations in employment, and prisoner rights to accommodations and medical treatment.

While there I realized that as a librarian I brought formidable research and communication skills to the table from the start. A new client intake was just a specialized reference interview. I spent time building a technical vocabulary around how people with disabilities are described in cases and statutes.

Having an understanding of impactful federal decisions and statutes translates pretty easily to my home state, Indiana, but now I will build up my understanding of state law, institutions, and culture that are impacting the lives of people with disabilities. I hope to spend the next two years of my fellowship learning from the skilled passionate people around me and helping to advance the rights of my fellow Hoosiers with disabilities.





Natasha Crespo with Equip for Equality speaker Hannah Walsh and other event leaders.

How did your academic librarian experiences affect your advocacy as a law student leader?

As a librarian, I spent a lot of time talking to others in my community to build connections, putting on events, trying to unite people with common interests, and displaying uninhibited enthusiasm for my work. I learned how to express my goal, message, or point of view in a way that would convince others to agree with me and demonstrate the value of these activities despite a perception that the library was a resource taker instead of contributor. These were all essential skills for starting a new organization that was dedicated to advocacy.

We worked on increasing therapy services for law students at my law school and had to acknowledge that there were literal budget limitations to providing increased services when asking for a solution. In the end, our proposed solution tempered costs while providing those services. That took a great team to make happen. Working as a librarian, I had a great team that made more things possible and so as a student leader I also tried to have a great team and partnership with others so we could be more effective.

How did you combine your legal and library experiences in your personal advocacy over the last year?

Having a library background gave me an appreciation for using data and non-legal resources to weave a cohesive story that the law alone does not. Working in libraries required being attentive and adaptive to new resources and even mediums of engagement to ensure I was serving my community.

My legal background gives me a literal understanding of rights that exist and where some of the barriers are. COVID touched every aspect of people's lives (work, education, transportation, access to services, interpersonal relationships).

One of my goals as a representative for student groups and personally was to proactively identify considerations for the communities I represent or ally with so that they were not left behind when deciding how things would work. It also meant reaching out to my community members to really hear what was going on and what they needed; not just waiting for an issue to arise.



In 2020-2021, Natasha joined the newly formed **Chicago-Kent Student Diversity Council** that met regularly with faculty and staff to advocate for student needs and improving diversity, equity, and inclusion on campus.

What role do you think librarians can play in supporting accessibility and building an inclusive community for their schools or firms?

Oftentimes, I see a librarian's role starting as a gatekeeper. I swear this is good and not like **Wan Shi Tong** barring humans forever from the library. More than our individual subject matter expertise, I think the honed skill we have to discover relevant, valid, and valuable information is critical. While doing that we are able to evaluate the accessibility of the mediums we use and demand that vendors and platforms incorporate accessibility and universal design into their product.

We're able to educate our colleagues on how using tools that make documents and web pages easier to modify and review also make those documents accessible to our colleagues using assistive technology. I think librarians are in the unique position to actually take a stand on this unlike attorneys or other professionals because discoverability is vital to a librarian's work.

Discoverability and accessibility are fundamentally intertwined and any improvements made to accessibility inherently improve discoverability in my experience.

People can't know information that they are not exposed to and librarians serve a heavy role in the information that will be seen by their colleagues and patrons. They build interconnections within their community that students or new employees aren't even aware exist.

I've seen librarians involved in their communities providing connections between different groups that strengthen their advocacy because they have a common goal. Whether you're serving in a traditional

role and providing reading materials or in the focused role of providing case law on request, you serve as the gatekeeper that will decide if the information is inclusive or not.

Legal issues, though subdivided and isolated in case briefs and court, are often intersectional in nature. Giving someone what they were looking for with the intersection of bringing up that another community is at play, I think, is a great way to work on the inclusiveness of a community.



REMEMBERING JOHN KLAUS

GRETCHEN VAN DAM

Our friend and colleague John Klaus died unexpectedly this March. John was a kind, caring, thoroughly professional, and wonderful person who loved his family and his work. He came to the Library of the U.S. Courts of the Seventh Circuit in 1989 after beginning his law librarian career at the Chicago office of Jenner and Block.

He guided the research and reference librarians, judges, law clerks, and staff of the courts through the many evolving changes in legal research over the more than thirty years he served the federal judiciary.

John's service area was national in scope and he served on many federal court working groups, addressing areas of legal research, internet privacy, judicial safety and security, assistance to pro se litigants, and the status of court librarians. In the process, because of his skill and competence, he enhanced the reputation of all law librarians as essential team members within the legal community.

He was a dedicated member of the Chicago Association of Law Libraries, serving as CALL president in 2001-02 and on many committees over the years. Importantly, he was always supportive of his fellow CALL members participating in CALL events and running for office.

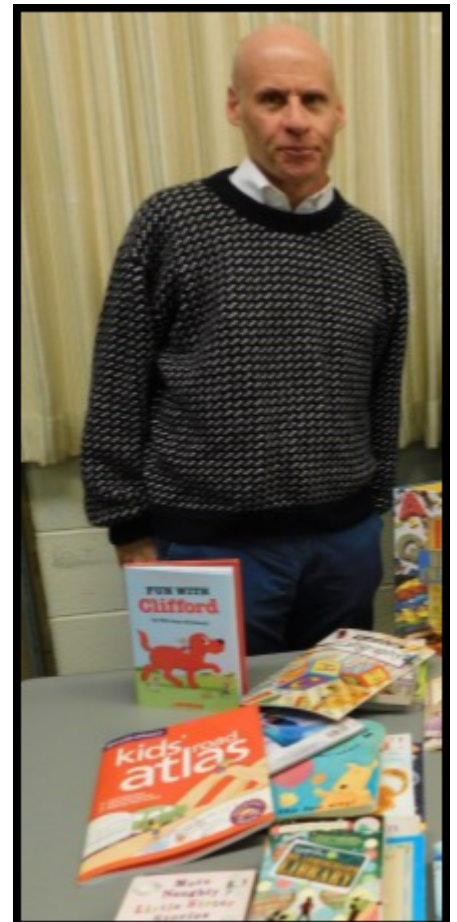
John never failed to do his best to respond to a research or document request from the CALL community; he could find the answer to obscure questions with imagination and remarkable speed. His CALL colleagues held him in high esteem and this year posthumously awarded him the Agnes and Harvey Reid Award for Outstanding Contribution to Law Librarianship.

John was a good tennis player, loved the Chicago White Sox, and was a dedicated runner; he ran marathons all over the world. He was devoted to his faith and his family and proud of the accomplishments of his many nieces and nephews.

Every year John managed the library's book drive for literacy programs serving K-8 students in Chicagoland. He loved to try new restaurants and was always a good companion for a lunch out.

In a remembrance shared with the federal court community, Chief Judge Rebecca Pallmeyer (ILND) wrote, "He was a friend to so many and a hero to generations of law clerks."

We will all miss him very much.



MEMBER NEWS

EMILY BARNEY, EMILY BYRNE, MATTHEW TIMKO

Celebrate your fellow CALL members accomplishments. Please send any and all accolades, announcements, or position news to the co-editors of the *Bulletin* and to **Lyonette Louis-Jacques**, Chair of the Public Relations Committee.

Therese Clarke Arado became the **Acting Director** of the **David C. Shapiro Memorial Law Library, Northern Illinois University**.

Lindsey Carpino was elected **Chair of AALL Council of Chapter Presidents**.

Debbie Ginsberg became the **Faculty Services Manager** at the **Harvard Law Library**.

Heidi Frostestad Kuehl became the **Circuit Librarian** at the **Seventh Circuit Court of Appeals**.

Mandy Lee won the **AALL Minority Leadership Development Award**.

Clanitra Stewart Nejd was promoted to **Head of Professional Development and Research Services Librarian** at the **Alyne Queener Massey Law Library, Vanderbilt University** and won two **AALL Awards**: **AALL Spectrum Article of the Year** (page 17) and **Emerging Leader Award**.

Stacia Stein won the **AALL Joseph L. Andrews Legal Literature Award**.

Matt Timko was elected Vice-Chair of the AALL Research Instruction and Patron Services Special Interest Section (**RIPS-SIS**) and won the **AALL/LexisNexis Call for Paper New Member Division Award**.