

**TORONTO ASSOCIATION OF LAW LIBRARIES
(the “Corporation”)
2019-2020 ANNUAL GENERAL MEETING Minutes**

Thursday the 13th of August, 2020 at 1:00pm
at Webex Meeting

Executive Present: Danielle Chiang, Candice Fong, Julie Hetherington-Field, Laurene Kortner, Catherine MacGregor, and Cecilia Rose.

1. Call to Order

Julie Hetherington-Field called the 2019-2020 TALL Annual General Meeting (AGM) to order at 1:03 p.m.

2. Approval of Agenda

The meeting agenda was approved by Alexia Loumankis and seconded by Robert Keshen.

3. Report of the Executive Officers

3.1. Message from the President – Julie Hetherington-Field

J. Hetherington-Field thanked the 2019-2020 Executive, committee members, chairs, and honoured guests. She reflected on some of this year’s highlights/ changes:

- TALL eXchange 2020: Vision for the Future planning and postponement to 2022
- Changes in the Executive
- Focus for 2020-2021: adapting to the COVID-19 pandemic with online resources and events
- Cecilia Rose will be chairing the IT committee

J. Hetherington-Field also individually thanked the members of the Executive who are leaving: Ashleigh Graden, Judy Singh and Erica Smith.

- Current VP, President and Past-President will be staying on in their current roles due to the lack of candidates for the VP position, likely due to the pressures of the pandemic.

J. Hetherington-Field also welcomed new members of the Executive: Danielle Chiang and Laurene Kortner.

3.2. Treasurer's Report – Julie Hetherington-Field (on behalf of Judy Singh)

J. Hetherington-Field outlined some 2019/2020 highlights:

- TALL's bank balance on 31st May 2020 –\$68, 765.61
- TALL eXchange 2020 venue deposit was paid in 2019 and was refunded after 31st May. The refund will be reflected in the 2020-2021 financial report.
- No investment income this year since the money from the GICs has not been reinvested due to current low GIC return rates and potential decrease in membership.

4. Committee Reports

4.1 Publisher Liaison Committee –Alexia Loumankis

Outlined this year's highlights and developments:

- In summer 2019, the PLC joined forces with CALL's Vendor Liaison Committee (VLC) to address Thomson Reuters (TR) accounts issues.
 - Conducted two joint meetings with TR executives with detailed survey results and questions. Due to successful working groups, TR issued apologies, answers and some solutions.
 - A. Loumankis thanked Joan Rotaic-Lang, co-chair of the CALL VLC for her leadership and advocacy.
- The meeting, originally scheduled for 25th March 2020, with LexisNexis Canada, will be held virtually in the fall, due to the COVID-19 pandemic.
- Future plans:
 - There are plans for TR meeting regarding updates to their accounting and invoice systems.

4.2 Education Committee – Catherine MacGregor

Outlined this year's highlights and developments:

- Four lunch and learn sessions were hosted over the last year that included the following topics: tax research, legislative assembly library services, working remotely, and updates from CanLII and Lexum.
- Part 2 of the Securities law session was cancelled due to unforeseen circumstances.

- Future plans: Continue online sessions to adapt to the current pandemic climate.

4.4 Salary Survey – Erica Friesen and Katie Thomas

Outlined this year's highlights and developments:

- Spring 2018 CALL and TALL joint salary survey was distributed in October and November 2018 with a gift card draw incentive.
- The budget for gift cards was split 50/50 between TALL and CALL.
- The response rate by TALL members was 55.7%, with 102 responses from 183 total member email addresses. This is an increase from the 38% response rate for the 2016 TALL survey.
- Survey results are used to determine benchmark employment remuneration received by TALL and CALL members.
- The committee will receive the final version of the CALL/TALL Salary Survey Report in the coming weeks.
- Future plans: The committee will work with TALL and CALL executives to ensure report distribution to members and the public online. The co-chairs will review the survey process, including TALL and committee member feedback.
- Mark Lewis is preparing a separate report for TALL using the subsection data from respondents who identified as TALL members.

4.5 Social Committee – Erica Smith

Outlined this year's highlights and developments:

- Assisted in organizing the joint holiday social from September 2019 onward
- Coffee roulette is now into its second year and continues to receive good feedback from TALL members. It has now become virtual-only meetings, which has opened up the event to members who had previously been unable to join. Devin New will now be taking over and administering this program.
- Deepest thanks to Heather Bennett, Kenya Hewitt, Devin New, Cecilia Rose and David Shumaker for help on the social committee.
- Cecilia Rose will be the new Social Committee Chair for 2020/2021.
- 2020/2021 goal: focus resources on online Coffee Roulette and Joint Holiday Social.

4.6 Blog Committee – Cecilia Rose

Outlined this year's highlights and developments:

- Rose, Jonathan Leroux and Emily Woon were the co-editors
- Jonathan was lost to various other non-TALL responsibilities in the fall, but a small committee including Kathryn Kingston and Heather Bennett remains.
- Topics and changes were brainstormed to allow more widespread sharing of blogposts and features by using social media outlets.
- TALL blog in 2019 started off successfully but has gradually dropped off to currently two posts.
- A survey was sent out in summer 2019 for feedback on possible topics and changes to the website's content.
- The current site's capabilities are not the most conducive to posting blog posts.
- Currently on hiatus for the blog for new developments on the website depending on interest in the future to see if it is viable.

4.7 Student Outreach—Ashleigh Graden

Outlined this year's highlights and developments:

- The committee did not post this year. The focus was on gauging interest for future activities and involvement in the iSchool.
- In terms of interest, there has been outreach to TALL from students through LinkedIn. There is hope that this will drum up interest in Coffee Roulette regardless of if they are members or not.
- Hesitation by students to pay TALL's membership fee was noted as a known issue. There is hope that the coffee roulette may allow them to see what TALL offers before committing fully.

4.8 Conference Committee – Elfi Kwong (on behalf of Jessica Luet as well)

Outlines this year's highlights and developments:

- Due to the pandemic, the conference was unable to continue as planned.
 - Several elements of the conference had been confirmed and booked prior to this. Namely, there was going to be a new human book library event, career and resume workshop as well as a vendor expo.
- A marketing plan was being developed to garner greater interest to TALL members through social media outlets, library/library technician schools and other sponsor promotional materials
- Thank you to everyone who helped plan the conference.
- The next conference will not be held until fall 2022.

4.9 Salary Survey Committee – Katie Thomas [Read by J Hetherington-Field]

Outlines this year's highlights and developments:

- The joint CALL and TALL salary survey was started in 2019. The most recent results were based on data from 2018.
 - There were two reports: a Toronto-specific report and a more general Canada-wide report.
- The goal is to have data collected every two years.
- The next set of data would normally be collected in 2020. However, Katie Thomas recommends it to be collected in 2021.
- Please contact Katie Thomas if anyone wishes to join or participate in this committee.
- As this is a joint initiative, it allows for cooperation between the associations.

4.10 James D. Lang Award – Candice Fong

Outlined this year's highlights and developments:

- Executive voted to offer the following awards: \$2000 to assist two or more TALL members with their career development and professional development activities with a maximum award of \$1000 per winner.
- JD Lang award winners: Tessa Inwood and Alexandra Kwon
- However, their awards not able to be used due to the pandemic, but they will be made available once the conferences are underway in the next term.

4.11 Election Committee – Candice Fong

- Due to the lack of interest in the VP position for the 2020-2021 term, the president, past president and VP have all agreed to stay on for another term.

5. Introduction of the 2020-2021 Executive

Candice Fong introduced the new TALL Executive:

Past President - Candice Fong
President - Julie Hetherington-Field
Vice President - Catherine MacGregor
Treasurer – Laurene Kortner
Secretary – Danielle Chiang
Membership Liaison - Cecilia Rose

Alexia Loumankis moved to approve the motion. Martin Tomlinson seconded this motion.

6. Other Business

None.

7. Closing Remarks and Adjournment – 2020/2021 President, Julie Hetherington-Field

Julie Hetherington-Field thanked everyone for attending TALL's first virtual AGM. There are plans to continue conducting more AGMs virtually.

8. Adjourn

Julie Hetherington-Field called the meeting to a close at 1:37pm. The motion to adjourn was moved by Alexia Loumankis and seconded by Candice Fong.

Julie Hetherington-Field,
President

Danielle Chiang ,
Secretary