• **Leaders Who Library Book Discussion:** *Such a Fun Age* by Kiley Reid discussion led by Beth Heltebridele
  o We recommended watching [this interview](#) with Trevor Noah and Kiley Reid prior to the meeting if one was not able to find time to read the book.
  o *Such a Fun Age* was our first fictional book choice. We discussed how fiction uses the power of empathy and seeing inside someone’s thought process as a learning tool. Some readers may be more likely to self-reflect on their own thoughts and actions if they can see themselves in a “well-intentioned” character like Alix.
  o We also discussed dress code enforcement, as that is an issue that arises in the book, and how this usually disproportionately affects feminine-presenting or identifying people. Dress code enforcement can also be a class or economic issue, as clothing deemed as professional can be expensive in relation to more casual clothing. Enforcement of the dress code can also change from branch to branch within one system, leaving staff to the mercy of a supervisor’s interpretation of the policy.
  o We discussed the different types of racism laid out in the book – individual, interpersonal, institutional, and structural, and which kinds were the most prevalent in the writing and story.
  o The recent focus on antiracist reading has received some backlash (see [here](#) and [here](#)). The Atlantic article linked states "Anti-racism efforts that are watered down by “listening” and “learning” treat justice as though it can be acquired through the awakening of people’s hearts and minds—instead of through a clear-cut democratic process." We discussed the importance of listening, understanding and educating that antiracist fiction and nonfiction provide, but that action is the important next step. Antiracist reading and action go hand in hand, as someone cannot properly help if they are having trouble understanding, and someone cannot be truly antiracist if they are not putting action as the next step after their learning.

• **Membership Engagement** discussion led by Tiffany Sutherland, Chair of the MLA Membership Committee
  o Tiffany suggested we work on a mission and vision statement, and we discussed what some of our values are which included but were not limited to: diversifying the profession, accepting everyone at the table, supporting and growing leaders, being inclusive, communicative, connected, solution-oriented, adaptable, and antiracist.
  o Tiffany then led a discussion about membership barriers and collaborating with the MLA Membership Committee on revamping a sponsorship for membership.

• **Division Updates**
  o Our silent auction basket is finished – but if you would like to contribute more to offset any additional costs, please contact President Anita Crawford at acrawford@bcpl.net. The breakdown of costs is as follows:
RAISED $115

Purchases
- Loyalty Bookstore: Stationary Bundle $(25)
  (I had a coupon for $15 which saved us some money)
- KSM Candle Company: Coffee Bundle + Ocean City Candle $(67.84)
- Mahogany Books: Black Books Matter Tote $(19.95)
- Atomic Books: Salt 'n Pepa Funko Pop Characters $(23.30)
Cost difference $(21.09)

Start brainstorming now for ideas for the next basket!

- We are coming up on nominations for VP and Secretary for FY22. If you are interested, contact President Anita Crawford at acrawford@bcpl.net.
- LDD-Sponsored MLA Conference Programs:
  - October 13th: 3PM Sparking Curiosity with System-wide Peer-led Training
  - October 15th: 10AM Entrepreneur Academy 29th: 1PM So You’re New to Management
  - January 5th: 10AM Faking It: Leading with Imposter Syndrome
  - January 5th: 3PM Fail Camp
  - January 12th: 1PM Treat Yo’Self and Others Better (Co-Sponsored w/ RAIG)
- LDD & IFP Trivia Night
  - LDD will be collaborating with MLA’s Intellectual Freedom Panel to host a trivia night on October 1st @ 6 PM. More information will follow!
- How to join the LDD Listserv:
  - If you are interested in receiving emails from the Leadership Development Division about our programs, meetings, book choices, and other updates, please join our listserv!
  - To join, log into your MLA account on mdlib.org. Then hover over “Membership Groups” on the top blue bar and click on “Leadership Development Division.” This will bring you to LDD’s homepage on the MLA website. To your left, you should see a link titled “LDD Listsev.” Click on that, and then fill out the pertinent information. Thanks for joining!

Our next meeting will be November 12, 2020 from 1:30-3:00 PM. Our Leaders Who Library Book Club choice that we will be discussing at the meeting is **Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do** by Jennifer L. Eberhardt.