



EVERY NEW JERSEY LIBRARY
Connected and Thriving

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Ralph S. Bingham III, Executive Director

FY25 Executive Director's Report for the period July 1, 2024 to June 30, 2025
(Submitted on November 28, 2025)

LibraryLinkNJ, The New Jersey Library Cooperative, serves over 2,400 public, school, academic, medical, special, and institutional libraries and library-related agencies in New Jersey. LibraryLinkNJ is funded by, and reports its accomplishments to the New Jersey State Library, as well as the membership.

Annual Report and Audit

Per contract requirements, LibraryLinkNJ's auditor conducted an extensive audit of the Cooperative's FY24 financial records, and the Executive Board approved the FY24 audit at their November 20, 2024 meeting. LibraryLinkNJ sent the approved audit to the State Library on November 27, 2024, along with our Annual Report of FY24 activity.

FY2025 Highlights

Awarded Annual Contract

A contract award from the New Jersey State Library was in place in August 2024 with funding of \$1,750,000 for July 1, 2024 through June 30, 2025. This is the same level of funding as compared to FY24, but is still a \$90,000 reduction as compared to FY21.

Focused On Our Strategic Plan

June 30, 2025 marked the end of year three of our FY23-25 [Strategic Plan](#). Throughout the past three years, our team has been hard at work on activities related to the goals and objectives in our plan. The most current *Strategic Plan Activity Plan Status Report* is attached to this report.

- Additions or deletions to goals and objectives and their corresponding activities are documented
- This FY25 status report in combination with [previous status reports](#) available on our website give the complete picture of our activities over the past three years

LibraryLinkNJ's Executive Board provided active policy oversight, direction on the budget, and implementation of our strategic initiatives.

At our Spring Membership Meeting on June 18, 2025, our membership approved an

[extension of our Strategic Plan](#) through the end of FY27. The plan extension allows time for LibraryLinkNJ to fully accomplish our plan objectives while recognizing the difficulty of creating a new plan in a funding environment with a high level of uncertainty. The plan extension includes new activities related to initiatives that we have embarked on during the last three years with many activities transitioning to on-going projects and services. We also added new objectives and activities that relate to our core services to give a more complete picture of our organizational focus.

The main goals of our extended *Strategic Plan* continue to be:

1. Innovation & Leadership
2. Facilitating Learning
3. Resource Sharing
4. Engagement

Guided by these goals, the LibraryLinkNJ team continues to strive to realize our vision: ***Every New Jersey Library - Connected and Thriving.***

In August 2024, our Executive Board adopted new **Organizational Values Statements**. These values will guide our work and our professional relationships as we connect all New Jersey's libraries to each other and to the resources they need to serve their communities.

Collaboration and Connection to the Community

We believe in the collaborative power of the library community to share knowledge and connect with one another.

Inclusion and Belonging for All

We lead a culture of inclusion and belonging for New Jersey's library communities and the individuals they serve, giving a voice and equal opportunities to all.

Trust and Respect for One Another

We act with trust and respect, engaging in a culture that listens deeply to lift up all members.

Learning and Innovation that Promotes Individual and Community Growth

We provide innovative, high-quality programs and services that promote resource sharing, learning, and professional growth for all New Jersey libraries and library workers.

We finalized our **FY25-26 [Member Engagement Plan](#)** and made it available on our website. The plan outlines how LLNJ connects with its members to encourage participation and retention. Developing a member engagement plan was one of the major objectives of our strategic plan.

Provided Services to Share Resources among New Jersey Libraries

Through a statewide delivery service for 285 eligible libraries, LibraryLinkNJ helped make the collective resources of New Jersey Library Network members available to the public. Participating libraries shipped 855,794 packages in FY25, an increase over 821,556 in FY24. Administrative Operations Manager Jennifer Bruno and Member Services Specialist Carol Fishwick manage delivery communication and supplies for members.

- In October 2024, Administrative Operations Manager Jennifer Bruno and Executive Director Ralph Bingham met with TForce National Accounts Manager Michelle Athey at their warehouse in Garfield, NJ. We toured the warehouse, met with their North Jersey support staff, and discussed possible improvements to some of their sorting procedures.
- We worked with TForce National Accounts Manager Michelle Athey to create a Service Expectations document that is distributed to all delivery drivers.
- At the beginning of November 2024, we started receiving a weekly report from TForce that logs all delivery stops for the previous week which includes the time the location barcode was scanned and a GPS location. The report helps us confirm missed deliveries and other issues.

We published the [Statewide Delivery Service RFP](#) after it was approved by our Executive Board at their November 21, 2024 meeting. Bids were opened in mid-February 2025 receiving three proposals that were reviewed by members of our Resource Sharing Committee. Our Executive Board awarded the **Statewide Delivery Service contract** to TForce Logistics in April 2025 at annual flat rate contract pricing of \$1,091,945 per year. The agreement includes elimination of the fuel surcharge and options to renew for two additional years (FY27 and FY28) with a 2.3% increase per year. The new contract started on July 1, 2025.

Empowered Library Workers to Expand Skills

Under the leadership of Programming and Outreach Manager Darby Malvey with CE Team members Stephanie Sendaula, Jon Braun, and Mi-Sun Lyu, our professional development program continues to grow and thrive. **In FY25, LibraryLinkNJ offered 230 opportunities for continuing education (CE) training for 5,716 NJ library workers.** That is an increase of 136 CE opportunities (+144%) and an additional 1,386 registrants (+32%) as compared to FY24.

A detailed FY25 *LibraryLinkNJ Continuing Education Program* report is attached to this report. Also attached is our **Feedback Analysis Report** summarizing data collected in surveys and feedback forms for programs, events, and training sessions conducted in FY25.

We were pleased to be able to host our **4th annual virtual one-day conference** in September 2024. The conference theme was **Inclusion**, and we were thrilled to host 14 live presentation sessions on a wide range of Inclusion topics for 227 registered attendees. All of the sessions were brought to us by individuals and institutions here in New Jersey--highlighting the commitment to inclusion that is so prevalent in the NJ library community. To view recordings of 13 of the presentations, visit our [LearningSpace](#).

Our popular, ongoing **Super Library Supervisor** series was held in-person in October 2024 and coordinated by Programming & Outreach Specialist Stephanie Sendaula. Twenty-nine new and novice supervisors joined us for four days of training on topics related to leadership, management, and supervision. We also hosted a virtual cohort of this series in April/May 2025 with 38 participants.

Online Learning & Digital Content Specialist Jon Braun continues to add to the offerings on our [LearningSpace On-Demand Training Portal](#). Powered by Niche Academy, the *LearningSpace* is a place for New Jersey library workers to access an array of continuing education options, including recordings of our live webinars and virtual conferences, and original, asynchronous professional development and training options.

During FY25, the **LearningSpace** gathered 37,682 views across 348 courses, including three original modules focused on information literacy, recorded webinars and skill-sharing discussions, as well as the Virtual Conference on Literacy. This is an increase of 15,173 views and 112 courses over FY24. The most popular courses focused on information literacy, customer service, and marketing initiatives. LLNJ recorded webinars and the Virtual Conference on Inclusion also drew in repeat viewings.

Hosted Engaging Programming

In partnership with Spanish-speaking library staff from around the state, our CE team embarked on its first-ever series of foreign-language learning sessions by launching *¿Cómo Se Dice? Spanish Conversation Hour*. Six unique topics were selected and participants were guided through vocabulary, pronunciation tips, and basic conversation strategies by a native Spanish speaker currently employed in a New Jersey library. Topics covered included circulation, programs and events, library cards and simple documents, welcome and customer service, reference, and technology. Following the brief lesson, attendees made use of breakout rooms to practice Spanish conversation, with guidance from the facilitators.

Following the format used at past *Craft Show & Share* events, we partnered with New Jersey Maker's Day and the League of Historical Societies of New Jersey to offer *Making History*, a hands-on opportunity for library staff and historical society members to come together and explore ways to bring history education to life for young people. Attendees shared examples of history-focused crafts and projects they've successfully hosted in their libraries, then worked together using provided materials to create a new project to share with their colleagues.

In February 2025, at our virtual **Winter Meeting** of library staff from around the state, we celebrated the successes of New Jersey's incredible libraries and library teams. We were uplifted and inspired by the many incredible projects, programs, and initiatives. The [event recording](#) is available in our LearningSpace.

Throughout FY25, we worked with the volunteers in the **LibraryLinkNJ Technology Advisory Group (L-TAG)** to continue our AI Ambassadors initiative. Online Learning & Digital Content Specialist Jon Braun led the AI Ambassadors group and coordinated eight AI webinars throughout FY25. In April 2025, L-TAG assisted by Director of Special Projects Mi-Sun Lyu hosted *TechFest 2025* at Monroe Township Library in Middlesex County. Co-sponsored by LibraryLinkNJ and the NJLA Emerging Technologies Section, the event welcomed nearly 90 attendees from libraries across New Jersey. Designed as a full-day professional development and networking opportunity, TechFest 2025 featured a dynamic mix of table talks, hands-on

demonstrations, and a thought-provoking keynote presentation. See the attached FY25 *LibraryLinkNJ Continuing Education Program* report for more details about L-TAG's activities.

Increased Networking Opportunities with MentorNJ

The **MentorNJ** project continues to coordinate webinars, online meetups, and other professional development opportunities on a variety of topics. MentorNJ has built a mentor network, both virtual and in-person, available to library staff at all types of libraries. It also creates an environment that supports and promotes effective resource-sharing and successful collaboration in the New Jersey library community. Here are some highlights of MentorNJ during FY25:

- 127 MentorNJ Online Meetups with 1093 attendees
- In-person MentorNJ Mega Meetup and meetups at the NJLA Annual Conference
- Continued partnership with the Tennessee Library Association

See the attached FY25 *LibraryLinkNJ Continuing Education Program* report for more details about MentorNJ activities.

Expanded Our Reach

Kudos to our Technology Advisory Group (L-TAG), Director of Special Projects Mi-Sun Lyu and Online Learning and Digital Content Specialist Jon Braun for their work in leading our AI Ambassadors initiative. The initiative received national attention with [presentations](#) to the State Libraries and AI Technologies working group (SLAAIT) and through an [article](#) in *Library Journal*.

Online Learning and Digital Content Specialist Jon Braun and Executive Director Ralph Bingham attended the International Coalition of Library Consortium (ICOLC) Annual Meeting, Americas, in Chicago in May 2025. Jon presented on a panel titled "Libraries & AI: Preparing Staff and Institutions for the Future of Information" with Ryan Hess from SCELIC. Jon did a fantastic job describing our AI Ambassadors initiative and the impact it has made on the NJ library community.

We continue to partner with peer library consortia in the International Council of Library Consortia (ICOLC) to participate in their **Professional Development Alliance** (PDA). The PDA is dedicated to sharing professional development opportunities with other alliance members. This initiative multiplies the number and variety of online professional development opportunities available to the member libraries of each participating consortium. PDA webinars are freely available to library workers at all of our member libraries. We open a limited number of programs to alliance members.

Communicated with Our Members

- In September 2024, **we retired the online forums** on our website. In recent years, most of the forums had low activity and primarily served as a one-way channel for disseminating announcements to our members and information about job openings. In addition to our other member communication channels like our newsletters and social

media, we initiated a new Google Group [mailing list](#) that will serve as our primary means for members to share announcements, and a [Job Posting Form](#) on our website allows members to post their job openings.

- We hosted New Member Information Sessions in September 2024 and March 2025. Executive Director Ralph Bingham and Programming & Outreach Manager Darby Malvey presented the basics of LLNJ to an audience of new members.
- We were thrilled to present our first ever **LibraryLinkNJ Annual Report** created with our members and partners in mind as the audience. This edition of the report highlights our FY24 activities and is available on our [website](#).
- We hosted two **virtual Town Hall meetings** in May 2025 to share updates on potential changes to the statewide delivery service, the cost share formula, and our FY2026 budget. The presentation slides and Q&A document from the meetings are available on the [Town Hall Info page](#) on our website.
- Our **Spring Membership Meeting** was held virtually on June 18, 2025 and featured updates from our staff and our annual business meeting. In addition to approving our [FY2026 Budget](#) and changes to our [bylaws](#), our membership voted to approve the FY2026 Executive Board Slate. As described above, our membership also approved an [extension of our Strategic Plan](#) through the end of FY2027.

Increased Awareness of the Services We Offer

Outreach work is an integral piece of LibraryLinkNJ's ongoing effort to increase awareness of and access to the resources and services we offer to member institutions around the state. This work includes such activities as attending meetings for partner organizations, sponsoring and presenting at New Jersey conferences and events, contributing to the newsletters and other publications of partner institutions, offering on-demand information sessions for member libraries and partner groups, and much more. Our FY25 outreach activities continued to prioritize supporting partners in their existing work and coordinating efforts to reach new potential LLNJ participants. For a detailed list of these activities, see the separately attached *LibraryLinkNJ Outreach Initiatives* report.

Collaborated with Colleagues

Throughout the funding year, Executive Director Ralph Bingham continued to participate in the New Jersey State Library working group to identify areas of the **Library Network regulations** which would benefit from being updated and to propose new or amended language to the regulations.

We continued to partner with NJSL, NJASL, and other stakeholders on the **Reimagining Information Literacy Standards Initiative**. This IMLS FY2023 National Leadership Grants for Libraries award received by NJSL will develop replicable models and tools that support learning of information literacy for K-12 students. The initiative plans to create an engaging, collaboratively developed online platform of training modules that teaches information literacy and the curriculum available to a broad audience including library media specialists, public librarians, academic librarians and teachers.

In May 2025, our team restarted work on the LearningSpace modules for the **Teaching Information Literacy grant project**. The project was previously halted after being terminated by the IMLS on April 8. Funded through a sub-grant from the New Jersey State Library, the LearningSpace modules are designed to provide “big picture” on-demand training opportunities to introduce the concept of Information Literacy to such interested parties as school administrators, classroom teachers, parents, librarians, and the larger community. The modules to be launched in FY26 will be organized to introduce the concept of Information Literacy in general and the 4 “pillar” components of Information Literacy as outlined by the New Jersey Department of Education.

At their November 2024 meeting, our Executive Board approved a [statement in support of the NJLA Statement on Pay Transparency](#) for All New Jersey Library Workers.

We participated in the **NJ Academic Libraries Conference** on January 10, 2025 at Middlesex College in Edison. In addition to staffing an exhibitor table and answering questions about our services, Jon Braun moderated a session titled “Exploring AI Tools for Academic Libraries: A Panel Discussion with LibraryLinkNJ AI Ambassadors”; Darby Malvey was one of the presenters for “The Missing Piece: Solving the Puzzle of Missing Information Literacy Skills for Incoming Students”; and Ralph Bingham presented an organizational update during the lunch time program.

We sponsored the **NJLA Annual Conference** in Atlantic City in June 2025 as a Silver Level Strategic Partner. Our team staffed a table in the exhibits area and facilitated or presented fifteen sessions at the conference, including in-person MentorNJ Meet-ups, pre-conferences, and traditional presentations. We were happy to have many colleagues stop by our exhibitor booth to chat with our team, find out what's new with the cooperative, and learn more about what we can offer their libraries.

LLNJ continues to participate in the **New Jersey Federation of Library Organizations** (NJFLO), bringing together many different library groups across the state to share information about professional development, share resources and learn about issues being faced in the library community.

Facilitated Statewide Initiatives

Along with our other statewide partner organizations, we continue to help facilitate the **New Jersey Libraries Equity, Diversity and Inclusion Initiative** by coordinating large and small group meetings. LibraryLinkNJ continues to be committed to this initiative that examines and addresses the EDI issues that confront the NJ library community. See the attached *EDI-NJ Initiatives Executive Summary Report* for more information about the initiative's activities.

In August 2024, EDI-NJ sent out invitations asking New Jersey libraries to participate in the **Equity, Diversity, and Inclusion Training Needs for NJ Library Leaders Survey**. The

survey received responses from 193 library professionals across various roles, including Library Directors, Librarians, Education Librarians, and Library Assistants. The purpose of the survey was to help develop a comprehensive toolkit and training programs tailored to the unique needs of library staff across New Jersey. A [summary report](#) is available on our website.

EDI-NJ also sent the ***Collective Impact Assessment*** to the major library organizations and consortia in the state. The goal of this survey was to help the initiative understand our collective strengths and challenges, ensuring future initiatives are more inclusive and effective. The insights gathered will help assess current EDI efforts, identify areas for improvement, and develop strategies for enhanced collaboration. A [summary report](#) is available on our website.

In May 2025, we launched the [EDI-NJ Institutional EDI Assessment for New Jersey libraries](#). This comprehensive tool is designed to support a library's journey toward creating a more equitable, inclusive, and community-centered institution. In addition to the assessment, we introduced the [Learning Module Series](#) that accompanies the tool. This series is designed to guide a library through each step of the process, helping the organization reflect on its current state, understand community needs, and identify actionable areas for growth.

With the assistance of our EDI-NJ Initiative partners and our EDI Consultant Ozy Aloziem, Director of Special Projects Mi-Sun Lyu submitted our proposal for "Building an Inclusive Organizational Culture and Expanding Connection in Libraries through Adaptation of Denver Public Library (DPL) Models" to IMLS in March 2025. Funding from this one-year \$100,000 [Laura Bush 21st Century Librarian Program \(LB21\)](#) Grant in the Community-Centered Implementation Grants category would be used to continue the efforts of EDI-NJ beyond the current Strategic Roadmap Project. [Note: We received notification from IMLS in September 2025 that our application was not selected for funding.]

Organizational News

Donna Y. Butler (School Library Representative) was appointed to our Executive Board in February 2025 replacing Carina Gonzales, who resigned in October. Donna is the School Library and Media Specialist at the W.R. James, Sr. Elementary School in Willingboro, and was the 2023-2024 Burlington County Education Support Teacher of the Year.

Amy Steinbauer (Member-at-Large) was appointed to our Executive Board in March 2025 replacing Laura Giacobbe, who resigned in February. Amy is the Library Director at Berkeley Heights Public Library, and has over a decade of library experience ranging from school libraries to public libraries with a background in early literacy/children's services, and management and administration.

Shannon Kish (Member-at-Large) resigned from the Executive Board in October 1, 2024. Her vacancy was filled by election at our June 2025 Membership Meeting.

Kimberly Sullivan-Gladwell resigned her position as part-time **Bookkeeper** on September 30. Her last day of employment was October 10, 2024.

In November 2024, we welcomed **Megan Woods** to her role as part-time **Communications and Outreach Assistant**. She works as part of our CE Team to assist with the planning, development, and dissemination of communications to our members, and assist with new and current outreach initiatives. Megan is an MLS student at Rutgers with a BA in English and Visual Arts from Ramapo College. The position is funded by the "Reimagining Information Literacy" Initiative grant award that we received from NJSL.

Our membership elected the following individuals to serve on our Executive Board for three-year terms starting on July 1, 2025:

- Mickey DiCamillo (William J. Spangler Library, Atlantic Cape Community College), *Member-at-Large*
- Kristin V. Hayes, *Lay Representative*
- James Keehler (Hunterdon County Library), *Member-at-Large*
- Ann-Marie Latini (Paul Robeson Library, Rutgers University–Camden), *Academic Library Representative*
- Dana Nicklas (Waterford Township Public Library), *Member-at-Large*

Our sincere thanks and appreciation to the Executive Board members who left the board at the end of June 2025:

- Corey Fleming, Director, Paterson Free Public Library
- John Foglia, Manger, Information Commons and Library Systems, Brookdale Community College
- Allan Kleiman, Director, Edison Township Public Library
- Vickie Volyn (Lay Representative)

LibraryLinkNJ Executive Board – FY25

Amy Behr-Shields, Secretary
Member-at-Large
Director, Summit Free Public Library

Donna Y. Butler
School Library Representative
*School Librarian and Media Specialist
W.R. James, Sr. Elementary School*

Mary Fran Daley, Treasurer
Member-at-Large
Executive Director, Bernardsville Public Library

Ranjna Das
Member-at-Large
Director, Burlington County Library System

Helen-Ann Brown Epstein
Special Library Representative
Informationist, Virtua Health Sciences Library

Corey Fleming, Assistant Treasurer
Member-at-Large
Director, Paterson Free Public Library

John Foglia
Academic Library Representative
*Manger, Information Commons and Library Systems
Brookdale Community College*

Amy Steinbauer
Member-at-Large
Library Director, Berkeley Heights Public Library

Allan Kleiman
Member-at-Large
Director, Edison Township Public Library

Irene Langlois, Vice President/President Elect
Public Library Representative
*Interim Head of Outreach Services, Maplewood
Memorial Library*

Luca Manna
Member-at-Large
Executive Director, PALS Plus

Joan M. Serpico, President
Member-at-Large
Director, Moorestown Library

Michelle Sutton-Kerchner
Lay Representative
President, Signatures & Folios Publishing Services

Vickie Volyn
Lay Representative

There was a **vacant board position** at year's end.

LibraryLinkNJ Staff - FY25

Ralph S. Bingham III, Executive Director

Jon Braun, Online Learning & Digital Content Specialist

Jennifer Bruno, Administrative Operations Manager

Carol Fishwick, Member Services Specialist

Mi-Sun Lyu, Director of Special Projects

Darby Malvey, Programming and Outreach Manager

Stephanie Sendaula, Programming and Outreach Specialist (Part-time)

Kimberly Sullivan-Gladwell, Bookkeeper (Part-time), Resigned on 10/10/2024

Megan Woods, Communications & Outreach Assistant (Part-time)

LibraryLinkNJ FY23-25 Strategic Plan Activity Plan

June 2025 Status Report

*This report includes activities during Fiscal Year 2025 (July 1 2024 - June 30, 2025).
See previous reports for FY23 and FY24 activities.*

Goal 1 - INNOVATION & LEADERSHIP: LLNJ makes innovation and leadership possible by facilitating the sharing and implementation of ideas.

Objective 1.1: Leverage statewide partnerships to coordinate learning opportunities, resources, advocacy, and best practices related to emerging topics that impact all libraries.

- Amplify the advocacy efforts of our partners via our website, social media channels, forums, and email newsletters.
 - Person/Group Responsible: Executive Director, CE Team, Project Manager
 - Timeline: FY23 - Current
 - Task Status: **Ongoing**
 - Progress Notes:
 - *New and ongoing partnerships with organizations that allow us to address current issues in libraries via learning opportunities include: Mental Health First Aid Training with Hackensack Meridian Health, Signing Basics courses, regular webinars with the NJ Division on Civil Rights, and more*
 - *Continued partnership with statewide library organizations like NJLA, NJASL, and NJSL provide opportunities to share valuable resources. Examples of such resource sharing include supporting the upcoming joint conference of NJLA and NJASL to increase collaboration across library staff of all types*
 - *Work on the IMLS-funded “Reimagining Information Literacy” project has been ongoing with NJSL, NJASL and representatives from the NJ DOE. In FY25 this work included collaborating on presentations at a variety of statewide conferences, launching a landing page on the LLNJ website to serve as a home for the project, and developing Online Learning Modules*
 - *CE Team staff have supported, participated in, or helped organize an array of partner conferences, meetings, and PD events, including the NJLA Annual Conference, NJLA Youth Services Forum, and NJALA Annual Conference*
 - *We continue to deploy liaisons to NJLA and NJASL Executive Board meetings, as well as attempt to maintain a staff presence at many smaller committee and section meetings monthly*
 - *In an effort to streamline communication, we replaced our forums with a Google Group mailing list*
 - *We continue to feature partner news and updates on our website, in our newsletters, and across social media channels*
- Build capacity for members to collaborate and lead initiatives by organizing informal virtual meetups hosted by members about emerging topics.

- o Person/Group Responsible: CE Team, Project Manager
- o Timeline: FY23 - Spring
- o Task Status: **Ongoing**
- o Progress Notes: *MentorNJ has established a new procedure for individuals seeking to suggest or start new Virtual Meet-ups. Use of a Google Form for Meet-up suggestions affords all members equal access to the process, and provides consistent information for the MentorNJ Task Force to review when approving new Meet-ups.*
 - *In FY25, additional member-created MentorNJ Meetups included the LGBTQIA+ Library Staff Meet-up, the Indigenous American Library Staff Meet-up, and the Artificial Intelligence in Libraries Meet-up*
 - *An Academic Library Staff Meetup is in the works*
- Establish more projects like the TOPCATS initiative as needs arise.
 - o Person/Group Responsible: Executive Director, Project Manager, Executive Board
 - o Timeline: Determined by need
 - o Task Status: **In Progress**
 - o Progress Notes: The Strategic Roadmap for the 'EDI Framework for NJ Libraries' project has made steady progress toward its goal of creating a unified, statewide approach to equity, diversity, and inclusion in New Jersey libraries.
 - *Since the start of FY2025, the team has completed the EDI Collective Impact Assessment with participation from 15 organizations, launched an EDI training needs assessment with 118 responses, and initiated outreach to formally convene the EDI-NJ collaborative.*
 - *In May 2025, the group launched the EDI-NJ Institutional EDI Assessment, a comprehensive tool designed to help New Jersey libraries evaluate and strengthen their equity, diversity, and inclusion efforts. Accompanied by a Learning Module Series, this resource guides libraries through self-assessment, reflection, and action planning. Key tools include the assessment itself, a scoring guide, a debrief guide for team discussions, and a feedback form to support future improvements. These resources are intended to support libraries in making intentional, strategic progress toward becoming more inclusive and community-centered institutions. The group also hosted a project update session at the NJLA Conference on May 30, 2025.*
 - *The group has also been active beyond its core roadmap scope. It submitted a \$100,000 IMLS Laura Bush 21st Century Librarian Program proposal to continue and expand its work. While recent federal policy shifts have introduced uncertainty, the group's proposal and its statement on the broader EDI landscape demonstrate a strong commitment to maintaining inclusive library practices despite external pressures.*
 - *Looking ahead, the team will launch individual EDI assessments, expand the EDI resource hub, and develop training materials based on assessment findings. In tandem, efforts are underway to create a DEIA Toolkit for Library Directors, informed by training needs data and collaborated by NJLA's Diversity & Outreach Section. The group will continue its work to sustain long-term EDI initiatives*

across the state, and participation is encouraged through monthly meetings, resource feedback, and engagement in project activities.

- *For more information about the project updates, please visit the project page at: <https://librarylinknj.org/EDI/strategic-roadmap>*

Objective 1.2: Establish equity, diversity, and inclusion as a core value of all LLNJ's programs and practices.

- Define LLNJ's core values by creating a written values statement
 - Person/Group Responsible: Executive Board
 - Timeline: FY24 - early FY25
 - Task Status: **Statement Completed / Work Ongoing**
 - Progress Notes:
 - After many months of collaborative work, which included input from our staff and Executive Board, we were proud to announce our new Organizational Values Statements in September 2024. These values will guide our work and our professional relationships as we connect all New Jersey's libraries to each other and to the resources they need to serve their communities.
 - "Collaboration and Connection to the Community"
 - We believe in the collaborative power of the library community to share knowledge and connect with one another.
 - "Inclusion and Belonging for All"
 - We lead a culture of inclusion and belonging for New Jersey's library communities and the individuals they serve, giving a voice and equal opportunities to all.
 - "Trust and Respect for One Another"
 - We act with trust and respect, engaging in a culture that listens deeply to lift up all members.
 - "Learning and Innovation that Promotes Individual and Community Growth"
 - We provide innovative, high-quality programs and services that promote resource sharing, learning, and professional growth for all New Jersey libraries and library workers.
- Develop partnerships with organizations that support equity, diversity, and inclusion by serving underserved populations in NJ
 - Person/Group Responsible: CE Team, Project Manager
 - Timeline: FY23 - Current
 - Task Status: **In Progress/Ongoing**
 - Progress Notes:
 - *Mental Health First Aid Training is an ongoing initiative via a partnership with Hackensack Meridian Health*
 - *We continue to offer sign language training for library staff via an ongoing partnership with Signing Basics, LLC. Highlights include three language training opportunities for library staff:*

- *Customer Service Signs for Librarians: Part 1, which offers an introduction to sign language*
 - *Customer Service Signs for Librarians: Part 2, which focuses on fingerspelling full sentences*
 - *Essential Signs for Emergency, which teaches signs on responding to patrons in times of emergency*
 - *LLNJ continues to support the NJLA Equity Scholars initiative and maintains a dedicated seat on the Equity and Mentorship Task Force*
 - *In FY25, LLNJ staff played an integral role in planning and hosting the first ever Equity Scholars Summit full-day event, in partnership with NJLA*
- *Examine existing, ongoing initiatives and increase their EDI content, where applicable.*
 - *Person/Group Responsible: CE Team, Project Manager*
 - *Timeline: FY23 - Spring*
 - *Task Status: **In Progress/Ongoing***
 - *Progress Notes*
 - *MentorNJ Meetup Groups addressing underrepresented groups in librarianship remain popular, including: Latino Library Staff, Disabled & Neurodiverse Library Staff, API, Indigenous American Library Staff, LGBTQUIA+ Library Staff*
 - *Newsletter and social media content highlights member library's EDI initiatives, including spotlights on libraries that offer Pride programming, Black History Month celebrations, Women's History Month celebrations, and more*
 - *Webinars/Programs: FY25 highlights include a Skill-Sharing Conversation on Inclusive Volunteer Opportunities, two well-attended webinars on the NJ Law Against Discrimination in the Workplace, a new opportunity for library staff to learn Spanish language skills with our 6-month "¿Cómo Se Dice?" pilot program, and a successful one-day virtual conference on Inclusion*
 - *LearningSpace:*
 - *The LLNJ LearningSpace now includes 47 courses focused on supporting library staff knowledge of EDI fundamentals, collection assessments, and staff management. New additions include:*
 - *ADA Workplace Basics Series*
 - *Anti-Racist Leadership Series*
 - *Code of Ethics Series*
 - *Diversity Plans and Statements*
 - *EDI in Library Imagery*
 - *Family Homelessness in Libraries*
 - *Neurodiversity: A Primer for Libraries*
 - *Survival Spanish for Library Staff*
 - *Transgender Information Needs and Services*
 - *Visibilizando la inclusión en el aula y en la biblioteca*
 - *In May 2025, an EDI assessment module was launched on the LearningSpace. This module is presented by Ozy Aloziem.*
 - *MentorNJ's African American Library Staff Meet-up, in conjunction with the*

EDI-NJ initiative, hosted the second annual Culture Connection Event on March 14, at Monroe Township Library. This event brought together library staff from all backgrounds to celebrate the history and culture of African Americans in NJ and beyond. Hosted as part of the statewide initiative by EDI-NJ, this event featured insightful hybrid presentations from keynote speakers Denitra Letrice Ross and Earl Givens, Jr., who discussed building cultural competence and developing inclusive leadership. Attendees also had the opportunity to enjoy soul food sampling, including fried chicken and catfish, collard greens, mac and cheese, and banana pudding. Thank you to everyone who participated, and thank you Muriel Odrick and Deborah Blackwell from Ocean County Library for organizing such a wonderful event. This followed a 2024 API Culture Event, completing the objective of organizing two cultural programs by mid-2025.

- Utilize member feedback to design programs and initiatives that afford members a sense of belonging in the organization.
 - Person/Group Responsible: CE Team, Project Manager
 - Timeline: FY23 - Spring
 - Task Status: **In Progress/Ongoing**
 - Progress Notes:
 - *In September 2023, we created pathfinder pages for our multi-type members. Compiled by designated liaisons at LibraryLinkNJ, each pathfinder page is designed to guide our members of each type in navigating and finding the most relevant information and the best programs we offer for their library and staff.*
 - *Pathfinder pages are updated twice monthly by the respective staff liaison for that library type*
 - *Pathfinder pages and their associated liaisons continue to be an accessible entry point for newly active library staff*
- Expand format, location, and timing options for programs and events, with the goal of making them more accessible to a diverse membership.
 - Person/Group Responsible: CE Team, Project Manager
 - Timeline: FY23 - Spring
 - Task Status: **In Progress/Ongoing**
 - Progress Notes:
 - *In FY25 the CE Team worked to intentionally host in-person events at venues around the state, including:*
 - *Adult Craft Show & Share: Hunterdon County Library*
 - *Youth Craft show & Share: Gloucester County Library*
 - *“Making History”: Piscataway Public Library*
 - *Book Mending Workshop: Georgian Court University*
 - *TechFest: Monroe Township Public Library*
 - *Virtual and hybrid programs continue to be popular, with continued requests for online access or online versions of popular in-person events*
 - **LearningSpace Update**

- *The LearningSpace continued to grow in FY25, with increases to the numbers of registered users, available modules, and overall views across the platform.*
 - *We saw 33,816 views in FY25, an increase of 114% from 15,800 views in FY24.*
 - *Alongside expanding our viewership, we have also increased our catalog of on-demand coursework to 400+ modules consisting of original content, recorded webinars, learning pathways for specific library types, as well as access to coursework created by the experts at Niche Academy.*
 - *There are currently 991 registered users, an increase of 272% from FY24. Most engagement still comes from users without a login.*
- *Learning Pathways and Categories have enhanced the user experience, curating modules into one list based off of their relevance to specific library types and subjects.*
 - *13 pathways focus on Library Types (Public & Academic), Library Roles (Director & Library Board) as well as Database Tutorials (JerseyClicks).*
 - *17 categories focus on library services (Accessibility, Google Tools, Grant Basics), essential skills (Customer Service, Code of Ethics, Everyday Well-Being), and larger initiatives (Artificial Intelligence, EDI, Information Literacy).*

Objective 1.3: Increase mini-grants for pilot programs.

- Seek outside funding to support re-granting program
 - Person/Group Responsible: Executive Director, Fund Development Committee
 - Timeline: FY23 & ongoing
 - Task Status: **Delayed due to staff capacity - will pursue in FY26**
- Showcase grant projects at annual "Day of Innovation"
 - Timeline: TBD no later than FY25
 - Task Status: **On Hold - pending availability of outside funding**

Objective 1.4: Find more ways to share innovative programs among members.

- Facilitate sharing of best practices for public programs (pros and cons, tips and tricks)
 - Person/Group Responsible: CE Team
 - Timeline: FY23 - Current
 - Task Status: **In Progress/Ongoing**
 - Progress Notes:
 - *We continue to host monthly Skill-Sharing Conversations, which allow library staff of all types to share ideas, advice and suggestions on a given topic*
 - *Our most popular conversation for FY25 was on Seed Libraries, which had 91 registrants with 63 people attending live*
 - *Other popular topics within FY25 include Sustainable Crafts & Initiatives and Collection Development for Public Library Staff, which both had 50+*

library staff attend live

- *FY25 marked the launch of Skill-Sharing Conversations in the LearningSpace, culminating in a curated pathway of eight recordings designed for members to explore and share.*
- *In Spring 2025, we launched a new series on Health Literacy for Library Staff, which covered medical terminology and consumer health resources*
 - *There has been strong interest in this series, especially navigating the ever-changing status of consumer health resources*
 - *A final session on navigating health databases and electronic resources is currently in development*
- *Our popular Craft Show & Share events and resulting Resource Guides allow library staff to share best practices for craft programming, one of the most ubiquitous and popular programming types across public libraries*
 - *In FY25 we hosted 3 Show & Share events: “Making History” in partnership with NJ Makers’ Day and the League of Historical Societies of NJ (October), “Adult Craft Show & Share” (November), and “Youth Craft Show & Share” (May)*
- *Our “Let’s Talk Zines” in-person Meet-up (September) provided a space for library staff to gather and share best practices for Zine-related programming and patron publishing; it was followed-up by a “Let’s Talk Zines” Meet-up in May (part of the NJLA Conference Meet-ups)*
- *In December, LLNJ purchased the Library Marketing Made Easy course developed by Kathy Dempsey to be featured on the LearningSpace for a period of 12 months. This course was supplemented with three opportunities for library staff to join a Q&A with Kathy Dempsey. These virtual events allowed for a total of 21 attendees to collaborate, network, and share direct feedback to/from the presenter, expanding our on-demand course offerings beyond the Niche Academy platform.*
- Create shared calendar & database of public programs
 - Timeline: TBD no later than FY25
 - Person/Group Responsible: Project Manager, Online Learning & Digital Content Specialist Task
 - Status: **Canceled - outside of our core services**
- Facilitate sharing of best practices for staff development (pros and cons, tips and tricks)
 - Person/Group Responsible: CE Team
 - Timeline: FY23 - Current to limited degree
 - Task Status: **In Progress**
 - *Participation in the Professional Development Alliance of Library Consortia has been a first step in allowing the CE Team to see how Consortia in other areas of the country provide PD and gain a better understanding of best practices*
- Create shared calendar & database of staff development programs
 - Timeline: TBD no later than FY25
 - Person/Group Responsible: Project Manager, Online Learning & Digital Content

Specialist

- o Task Status: **Delayed due to staff capacity - will pursue in FY26**
- Showcase public and staff development programs in newsletter highlighting "Best practices"
 - o Person/Group Responsible: CE Team
 - o Timeline: FY23 & ongoing
 - o Task Status: **Ongoing**
 - o Progress Notes: *Newsletter features calling for libraries to submit details of their programming for events relating to Pride, Black History Month, Disability Pride Month, and Hispanic Heritage Month have yielded great results*
- Host lightning presentations about the pros and cons of new programs
 - o Person/Group Responsible: CE Team
 - o Timeline: FY25 (originally FY24)
 - o Task Status: **Delayed indefinitely due to lack of staff capacity**
 - o Progress Notes: *Current FY24 calendar full, delayed until FY25*
- Create a Performers & Speakers Database
 - o Timeline: TBD no later than FY25
 - o Person/Group Responsible: Project Manager, Online Learning & Digital Content Specialist
 - o Task Status: **Delayed indefinitely due to lack of staff capacity**

Goal 2 - FACILITATING LEARNING: People working in New Jersey libraries have the knowledge, skills, and tools they need to confidently serve their patrons.

Objective 2.1: Create an on-demand learning platform with simple access for members.

- Research LMS to store LLNJ programs
 - o Person/Group Responsible: CE Team
 - o Timeline: FY23 - Spring
 - o Task Status: **Completed**
 - o Progress notes: LearningSpace is using the Niche Academy Platform
- Record all virtual learning activities and store in LMS
 - o Person/Group Responsible: CE Team
 - o Timeline: FY23
 - o Task Status: **Ongoing**
 - o Progress Notes:
 - *In FY25, the LearningSpace became LLNJ's primary repository for recorded webinars, skill-sharing conversations, and more. While content from the Summer Book Bash will continue to be shared on the LLNJ YouTube, all recorded programming is now available on the LearningSpace.*
- Establish guidelines for content creation and development of original programming for platform (internal)
 - o Person/Group Responsible: CE Team, Online Learning & Digital Content Specialist, Consultant
 - o Timeline: FY23-FY24

- o Task Status: **Completed**
- o Progress Notes: Coursework Roadmap created to guide development of modules.
- Establish guidelines for selecting programming for platform (e.g. learning content developed by other institutions)
 - o Timeline: FY23-FY24
 - o Person/Group Responsible: Online Learning & Digital Content Specialist
 - o Task Status: **In Progress/Ongoing**
 - o Progress Notes:
 - *Learning pathways and additional programming will be evaluated and added with assistance from L-TAG.*
 - *L-TAG members Tricina Beebe, Paul Montanez, and Richard Loomis are part of a small team helping to evaluate coursework before adding it to the platform. The group meets quarterly and collaborates on monthly tasks in Asana to evaluate and provide feedback on prospective modules.*
 - *The team has evaluated a total of 140 courses in FY25, with 128 being added to the LearningSpace.*
- Develop plan for organizing and weeding LMS as necessary
 - o Person/Group Responsible: CE Team, Online Learning & Digital Content Specialist
 - o Timeline: FY23-FY24
 - o Task Status: **Completed**
 - o Progress Notes: *Our goal is to create a learning destination focused on providing the most relevant and helpful information that references the latest guidance from industry professionals. This means that while LLNJ will continue to add tutorials and courses to the platform, these items will not remain indefinitely.*
- Develop original programming
 - o Person/Group Responsible: CE Team, Online Learning & Digital Content Specialist, L-TAG
 - o Timeline: FY23-FY24
 - o Task Status: **In Progress/Ongoing**
 - o Progress Notes:
 - *In FY2025, LLNJ worked with staff from Piscataway Public Library and Burlington County Library System to record content focused on Makerspace operation, tools, and programming. Development of these modules is ongoing.*
 - *LLNJ's EDI consultant, Ozy Aloziem, worked with the LLNJ staff to develop an EDI Assessment Module to be used independently by library staff to assess their own operations.*
 - *Development of Information Literacy modules in support of the Teaching Information Literacy grant project began in December 2024 and continues through June 2025. LLNJ staff worked with four project consultants to develop, record, and produce five modules:*
 - *Course 1: What is Info Lit*
 - *Course 2: How Do I Determine What Information I Need*
 - *Course 3: How Do I Identify and Evaluate Information*

- *Course 4: How Do I Use Information Effectively and Efficiently?*
- *Course 5: How Do I Produce and Distribute Information Responsibly*
- *In FY25, seven new courses were purchased via the Niche Academy marketplace that required users to log in to LearningSpace. This move aimed to both broaden the available course offerings and encourage more visitors to register as learners by demonstrating the platform's growing value.*
 - *Library Marketing Made Easy*
 - *Neurodiversity: A Primer for Libraries*
 - *PCI Circulation Desk Spanish*
 - *PCI Setting Boundaries with Patrons*
 - *PCI Reasoning with the Unreasonable Patron*
 - *PCI How to Get Out of a Rut at Work*
 - *PCI 4 Ways to Maintain Calm and Make Decisions Under Pressure*

Objective 2.2: Develop learning paths for various library staff career stages and roles.

- Timeline: TBD no later than FY25
- Person/Group Responsible: Online Learning & Digital Content Specialist
- Task Status: **In Progress**
 - *The LearningSpace landing page and main menu were redesigned in FY25 to improve navigation and overall organization. As part of this update, 13 learning pathways have been created, each tailored to specific library types, roles, and tutorials. Additionally, 17 categories support effective discovery of content related to library services, essential skills, and larger initiatives such as AI, EDI, and information literacy.*
 - *Development continues on pathways featuring coursework supplementing LLNJ in-person programming.*
- Consider mid-career roles and non-traditional roles like safety staff and volunteer coordinators
 - Timeline: TBD no later than FY25
 - Person/Group Responsible: Online Learning & Digital Content Specialist
 - Task Status: **In Progress**
 - *Courses on the LearningSpace are carefully selected to support all roles within the library—from newly hired staff to administrators and even library board members. This includes those in mid-career positions as well as staff in less traditional roles, such as facilities, security, or volunteer coordination.*
 - *By categorizing content by library type, Learning Pathways on the LearningSpace highlight coursework relevant to every role in both public and academic libraries. Additionally, the recategorization of our course catalog has made it easier for staff to discover content that aligns with their unique responsibilities and learning goals.*
- Offer certificates for learning path completion
 - Timeline: TBD no later than FY25
 - Person/Group Responsible: Will need additional staff to expand in this
 - Task Status: **Delayed indefinitely due to lack of staff capacity**
- Collect feedback from member staff to understand learning needs and professional goals

- o Timeline: Late FY24/Early FY25
- o Person/Group Responsible: CE Team
- o Task Status: **In Progress**
- o Progress Notes: *Survey planning has begun*
 - *We continue to collect feedback on our member libraries' learning needs through all our program evaluations.*

Objective 2.3: Work to coordinate learning opportunities statewide.

- Establish joint CE committee with NJLA, NJSL, & NJASL
 - o Person/Group Responsible: CE Team
 - o Timeline: FY23
 - o Task Status: **In Progress/Ongoing**
 - o Progress Notes:
 - *The first meeting of NJFLO (NJ Federation of Library Organizations) was held with representatives from a variety of statewide library organizations. NJLA is taking the lead on this group, with LLNJ providing a support role with coordination and meeting hosting*
- Send programming calendar outline of major events to partners six months in advance - dates and titles - avoid overlapping dates
 - o Person/Group Responsible: CE Team
 - o Timeline: FY23 – Spring
 - o Task Status: **Delayed due to staff capacity - will pursue in FY26**
- Communicate with partners to avoid duplicate programming
 - o Person/Group Responsible: CE Team, Project Manager
 - o Timeline: FY23 & ongoing
 - o Task Status: **In Progress/Ongoing**
 - o Progress Notes:
 - *Staff are represented at meetings of partner organizations in order to keep up-to-date and provide opportunities for collaboration rather than duplication, including consistent representation at: NJASL Executive Board, NJLA Executive Board, NJLA Equity & Mentorship Task Force, NJLA Diversity & Outreach Section, NJLA Emerging Technology Section.*
 - *We continue to meet regularly with NJSL, NJASL, NJLA leadership and staff on a regular basis to share each organization's plans and program/service progress.*
 - *In May 2025, L-TAG hosted a Tech Summit event in collaboration with the NJLA Emerging Technology Section. By maintaining several active members who participate in both groups, we continue to share tech programs and event plans and seek collaboration opportunities to avoid duplicated efforts.*
- Create and promote a joint CE calendar
 - o Person/Group Responsible: CE Team, Project Manager
 - o Timeline: Dependent on partner involvement
 - o Task Status: **Delayed due to staff capacity - will pursue in FY26**

Objective 2.4: Hold regular member listening sessions to better understand needs and ways to respond.

- Integrate feedback mechanisms into programming, newsletters, and meetings
 - Person/Group Responsible: CE Team
 - Timeline: FY23 - Current
 - Task Status: **In Progress/Ongoing**
 - Progress Notes:
 - *Feedback surveys follow all LLNJ programs and webinars; newsletters and other publications provide contact info for feedback and suggestions*
 - *We held two Town Hall meetings in May 2025 to about topics related to our upcoming membership meeting.*
- Host LLNJ virtual "office hours" when library staff can discuss challenges and needs
 - Person/Group Responsible: Executive Director, CE Team, Project Manager
 - Timeline: FY23 – Spring
 - Task Status: **In Progress**
 - *We implemented Virtual office hours in April 2024, but discontinued this service due to a lack of interest after six months. We are transitioning to appointment booking pages instead.*
- Host in-person and virtual local meetups to collect feedback and suggestions from member library staff
 - Timeline: TBD no later than FY25
 - Person/Group Responsible: Will need additional staff to expand in this
 - Task Status: **Delayed indefinitely due to lack of staff capacity**

Goal 3 - RESOURCE SHARING: New Jersey residents and students have barrier-free access to the resources they need in a variety of formats.

Objective 3.1: Hold a statewide summit to collect input on how to increase resource sharing.

- Develop summit agenda with key stakeholders
 - Person/Group Responsible: Executive Director, State Librarian
 - Timeline: FY24
 - Task Status: **Completed**
 - Progress Notes:
 - *The Executive Director worked with NJSL Project Specialist for Shared Services Michael Maziekien to host an NJLA Annual Conference pre-conference on EContent and Resource Sharing. This pre-conference took the place of the originally planned statewide summit in FY24.*
- Maximize summit's accessibility to members
 - Person/Group Responsible: Executive Director, State Librarian
 - Timeline: TBD no later than FY25 (originally FY24)
 - Task Status: **Not Completed**
 - Progress Notes: *We will look for other opportunities for statewide discussion about this topic in the future that do not require attendance at the NJLA Conference.*

Objective 3.2: Rethink delivery for increased efficiency, sustainability, and equity.

- Hire a logistics consultant to recommend a model for state-wide delivery
 - Person/Group Responsible: Executive Director, Resource Sharing Committee
 - Timeline: FY23 – Spring
 - Task Status: **Canceled**
- Execute a delivery and resource sharing study with a focus on increasing equity of access to delivery
 - Person/Group Responsible: Executive Director, Resource Sharing Committee
 - Timeline: FY24
 - Task Status: **Delayed indefinitely due to lack of staff capacity**
- Agree on estimated timeline to implement improvements to resource-sharing
 - Person/Group Responsible: Executive Director, Resource Sharing Committee
 - Timeline: Dependent the above
 - Task Status: **Completed**
 - Progress Notes: *Resource Sharing Committee Co-Chairs Ranjna Das & Luca Manna and the Executive Director met with State Librarian Jen and NJSL Project Specialist for Shared Services Michael Maziekien in August 2023 to present a status report of the committee's activities. A timeline is included in that [presentation](#).*

Objective 3.3: Explore future pathways for sharing eResources.

- Map current NJ eBook landscape
 - Person/Group Responsible: Executive Director, Project Manager, State Librarian
 - Timeline: FY23 – Current
 - Task Status: **Completed**
 - Progress Notes:
 - *The Survey Workgroup of the NJ Libraries EContent Project conducted a survey from March to May 2023 to collect information for developing a comprehensive map of ebook and digital audiobook services and agreements among public libraries in the state of New Jersey.*
 - *An [Executive Summary](#) was prepared by the Survey Group and announced to NJ libraries on September 6.*
- Promote existing resource sharing initiatives in NJ
 - Person/Group Responsible: CE Team, Project Manager, Resource Sharing Committee
 - Timeline: FY24
 - Task Status: **In Progress/Ongoing**
 - Progress Notes: *NJSL Project Specialist for Shared Services Michael Maziekien has taken the lead on this project.*
- Determine potential partners and discuss need for eResources with partners
 - Person/Group Responsible: Executive Director, Will need additional staff to expand in this area
 - Timeline: TBD no later than FY25
 - Task Status: **Delayed indefinitely due to lack of staff capacity**

- Pilot new eResource sharing programs
 - Timeline: TBD no later than FY25
 - Person/Group Responsible: Will need additional staff to expand in this area
 - Task Status: **Delayed indefinitely due to lack of staff capacity**

Objective 3.4: Pilot a resource sharing program that could lead to a statewide library card.

- Map current reciprocal and open borrowing relationships in the state
 - Person/Group Responsible: Executive Director, Resource Sharing Committee
 - Timeline: TBD no later than FY24
 - Task Status: **Canceled - outside of our core services**
 - Progress Notes: *NJSL Project Specialist for Shared Services Michael Maziekien is working on this project.*
 - *The Executive Director will continue to work closely with NJSL to determine which organization should lead this initiative. The originally proposed statewide library card program is outside the scope of LLNJ's current core services.*
- Facilitate study group that investigates other statewide programs and develops guidelines
 - Person/Group Responsible: Executive Director, Resource Sharing Committee
 - Timeline: TBD no later than FY25
 - Task Status: **Canceled - outside of our core services**
- Develop a pilot program and agree on metrics for success
 - Timeline: TBD no later than FY25
 - Task Status: **Canceled - outside of our core services**
- Engage stakeholders as part of the design process
 - Timeline: TBD no later than FY25
 - Task Status: **Canceled - outside of our core services**

Goal 4 - ENGAGEMENT: New Jersey libraries are connected to each other and LLNJ.

Objective 4.1: Find ways to strengthen regional connections among libraries of all types.

- Host and sponsor local meetups making sure in-person meetups are equitably distributed geographically
 - Person/Group Responsible: MentorNJ TF
 - Timeline: FY23
 - Task Status: **In Progress**
 - Progress Notes:
 - *In FY25, in-person Meet-ups were limited to the following:*
 - *“Let’s Talk Zines” - September, Camden County Library*
 - *Mega Meet-up - 6 in-person Meet-ups, Monroe Township Library*
 - *NJLA Annual Conference - 7 in-person Meet-ups, Atlantic City*
 - *In FY26, the MentorNJ Task Force will explore a sub-committee for promoting and coordinating in-person Meet-ups outside of large scale events*
- Develop a local ambassador program
 - Person/Group Responsible: Executive Director

- o Timeline: FY25
- o Task Status: **Delayed indefinitely due to lack of staff capacity**
- Re-evaluate and revise MentorNJ's goals and objectives
 - o Person/Group Responsible: MentorNJ TF
 - o Timeline: By June 2023
 - o Task Status: **In Progress/Ongoing**
 - o Progress Notes:
 - *The MentorNJ Task Force continues to refine its focus and in FY25 initiated Task Force sub-committees designed to help us more efficiently manage the work of the initiative*
 - o *The Meeting of the Mentors Sub-committee planned and hosted a fall online Meet-up for Directory Mentors*
 - o *The Directory Sub-Committee drafted and shared check-in surveys with Directory Mentors in an effort to keep the Directory up-to-date*
 - o *The Mega Meet-up Sub-committee organized the spring in-person Mega Meet-up event*
 - o *The Meet a Mentor Sub-Committee drafted a template to help us highlight Directory Mentors in the next FY*
 - o *The Meet-ups Sub-Committee drafted and put into place a process by which individuals can suggest new MentorNJ Online Meet-ups*
 - *With a limited focus on the Directory and Meet-ups only, as well as designated Task Force members to complete specific tasks, FY25 was a year of growth for the initiative that saw effective use of our limited resources*
- Build a peer-to-peer skill-sharing network via a knowledge-based portal for NJ libraries and library staff
 - o Person/Group Responsible: CE Team, L-TAG, MentorNJ TF
 - o Timeline: FY25 (originally FY23 Current)
 - o Task Status: **Delayed indefinitely due to lack of staff capacity**

Objective 4.2: Develop levels of engagement with guidelines for each level leading to increased support of LLNJ's mission.

- Develop a member engagement strategy and define levels of member engagement to help guide the internal work of increasing engagement and participation of members
 - o Person/Group Responsible: Executive Director, CE Team, Project Manager, Membership Committee
 - o Timeline: FY24-25
 - o Task Status: **Completed**
 - o Progress Notes:
 - *We completed our member engagement which is available on our website at <https://librarylinknj.org/about-us/documents#planning-docs>*
 - *We hosted our second New Member Orientation Session on September 20, 2024*

- Determine member engagement metrics
 - Person/Group Responsible: Executive Director, CE Team, Project Manager, Membership Committee
 - Timeline: FY24-25
 - Task Status: **Completed**
- Develop mechanisms to track and measure member engagement, including surveys and digital interactions
 - Person/Group Responsible: Executive Director, CE Team, Project Manager, Membership Committee
 - Timeline: FY24-25
 - Task Status: **In Progress**

Objective 4.3: Explore rebranding to better define LLNJ's role and value.

Rebranding is not necessary at this time due to improvements we have made in communication to our members and better coordination and collaboration with our partners. Rather than rebranding, we will focus on defining LLNJ's core values by creating a written values statement as described in Objective 1.2 above. Our current mission and vision also sufficiently differentiates LLNJ from NJLA and NJSL.

- Task Status: **Canceled**

Objective 4.4: Create a development plan to increase investment from current and prospective funders.

- Develop a case statement for vendors and other potential funders/foundations
 - Person/Group Responsible: Fund Development Committee
 - Timeline: FY24
 - Task Status: **Not Started - Delayed**
- Report strategic plan implementation progress to Board, Members, and NJSL
 - Person/Group Responsible: Executive Director, CE Team, Project Manager
 - Timeline: Annually at Spring Membership Meeting
 - Task Status: **In Progress/Ongoing**
 - Progress Notes: *Activity plan status reports provided in April 2023, September 2023, March 2024, and June 2024.*
- Create a sponsorship program for CE and other opportunities
 - Person/Group Responsible: Executive Director, CE Team, Project Manager, Fund Development Committee
 - Timeline: FY24
 - Task Status: **Delayed until FY26**
 - Progress Notes: Staff will begin developing a sponsorship program in FY26 with feedback from the Fund Development Committee



**LibraryLinkNJ Continuing Education Program
ANNUAL REPORT FY2025**

**Total Number of Continuing Education Sessions/Opportunities = 230
Total Number of Registrants = 5716**

Many components of LibraryLinkNJ's FY23-25 Strategic Plan rely upon the work of the Continuing Education Team for successful implementation. In FY25, the Continuing Education Team focused efforts on the following Strategic Plan goals:

Goal 1: Innovation & Leadership

- **1.1** Leverage statewide partnership to coordinate learning opportunities, resources, advocacy, and best practices related to emerging topics that impact all libraries.
- **1.2** Establish equity, diversity, and inclusion as a core value of all LLNJ's programs and practices.
- **1.3** Find more ways to share innovative programs among members.

Goal 2: Facilitating Learning

- **2.1** Create an on-demand learning platform with simple access for members.
- **2.2** Develop learning paths for various library staff career stages and roles.
- **2.3** Coordinate learning opportunities statewide.

Introduction:

The LibraryLinkNJ (LLNJ) Continuing Education program directly supports Goals 1 and 2 of the LLNJ FY23-25 Strategic Plan by organizing and implementing programming, outreach, and communications initiatives that prioritize engagement with library staff of all roles from library organizations of all types. Our CE Team's FY25 activities prioritized making Professional Development opportunities more accessible to library workers of all types, building and maintaining partnerships with organizations across the library landscape and beyond, and meeting the needs of the library community with timely programming as well as valuable mentoring and networking opportunities.

Programs and services offered in FY25 were in direct response to:

- LibraryLinkNJ's FY23-25 Strategic Plan
- Feedback provided to us via event evaluation forms and member feedback surveys
- Requests and suggestions from the membership
- Recommendations from our colleagues in other library organizations, including NJLA, NJASL, VALE, NJALA, and others

- Recommendations from our partners in a variety of public-service nonprofits and organizations

Highlights of our Continuing Education Program:

Communications Efforts:

- The **“LLNJ Monthly Newsletter”** continues to be distributed to our membership via eblast early each month
 - Our monthly newsletter had more than 20,000 click-through views in FY25
 - Averaged more than 1600 click-through views per month in FY25
 - We estimate an additional several hundred viewers reading directly from their email inbox
- The weekly **“On Our Calendar”** update distributed to our membership each Friday, featuring a weekly breakdown of all the programs and events LLNJ has planned
 - By the end of FY2025, *On Our Calendar* has more than 344.406 unique click-through views
- The Online Learning & Digital Content Specialist maintained the *New Jersey Artificial Intelligence* Newsletter from FY24 through January 2025. The newsletter gathered a total of 563 views in FY25.
 - [Summer '24](#)
 - [Winter '25](#)
- LLNJ continues to utilize social media to reach our membership
 - We've gained 227 followers across 3 platforms in FY25
 - Several articles from the LLNJ website have been republished on LinkedIn, resulting in more engagement than sharing a link to the LLNJ website.
 - Our engagement has been steady, with high spikes on Instagram in February and Facebook in October and June
 - During FY25, we worked on connecting more with our members by including more recaps and images of events, spotlights on NJ libraries, and “Get to Know” LLNJ staff and programs
 - We have added a LinkTree to our social media accounts for easy access to our other platforms and our website
- In September 2024, we transitioned from our online forums to a **Google Group mailing list** for member communication and an online form for job postings. Detailed information and user instructions were announced and added to our website. This transition followed a careful evaluation of the online forum usage statistics, and the Google Group mailing list has since been used steadily by members. We also use the list to share timely announcements about organizational programs and services.

Programs & Webinars

The FY25 complete program listing can be found at:

<https://librarylinknj.org/programs/past-programs>

FY25 Program Highlights:

Webinars/Virtual Events:

- **Skill Sharing Conversations:** This monthly virtual conversation series provides the opportunity for NJ library staff to lead a discussion on a specific library skill. FY24 topics included:
 - Developing Comics & Graphic Novel Collections
 - K-pop at the Library: Clubs, Programs, & More
 - Managing University Archives & Special Collections
 - Sustainable Crafts & Projects
- **Super Library Supervisors Spring 2025 Virtual Series:** Our popular, ongoing Super Library Supervisor series was held virtually in Spring 2025, where 38 new and novice supervisors joined us via Zoom for the final virtual offering of this series. Over the course of four days, attendees were trained in management-related topics, including:
 - The Leader's Toolkit: Starting with Empathy
 - Strategic Planning for Libraries: The Basics & Beyond
 - Open & Honest Communication in the Workplace
 - Building Relationships & Resolving Staff Conflict
 - HR Basics Every Supervisor Should Know
 - Personnel Documentation & Evaluation
 - Giving & Receiving Feedback
 - Knowing Your Strengths
- **Fall 2024 Virtual One-Day Conference: Literacy:** LibraryLinkNJ's fourth annual one-day virtual conference brought together presenters from all NJ library types, as well as colleagues from out of state, to explore a wide range of topics related to inclusion:
 - More than 200 individuals registered
 - This full-day event offered 15 unique sessions on topics ranging from "Cultivating Neuroinclusion in Academic Libraries" to "Approaches to #Inclusive Social Media Practice in the Academic Library" and many topics in between
- **Summer Book Bash:** Our third annual Summer Book Bash was held virtually in July and August 2024.
 - We were proud to host virtual author visits, including:
 - Picture Book Party with Kyle Lukoff, Breanna Carzoo, and Debbi Michiko Florence
 - Sunny Stories with Ben Clanton, Andy Chou Musser & Jennifer Holm
 - Can't-Miss Comics with Huda Fahmy, Pedro Martín & Kirk Reedstrom (featuring Debbi Michiko Florence)
 - We were happy to partner with publishers to offer virtual book buzzes, including:
 - Book Buzz: Astra Books for Young Readers, Chronicle Books, and Levine Querido
 - Book Buzz: W. W. Norton, Abrams Books, and Hachette Book Group
 - Book Buzz: HarperCollins, Harlequin, and Lee & Low Books
 - Sponsors included: W.W. Norton, Hachette Book Group, Astra Books for Young Readers, Chronicle Books, and Out of Print
- **¿Cómo Se Dice? Spanish Conversation Hour:** In partnership with Spanish-speaking library staff from around the state, LLNJ's CE team embarked on its first-ever series of foreign-language learning sessions.

- 6 unique topics were selected and participants were guided through vocabulary, pronunciation tips, and basic conversation strategies by a native Spanish speaker currently employed in a New Jersey library. Topics covered include:
 - Circulation
 - Programs and Events
 - Library Cards and Simple Documents
 - Welcome and Customer Service
 - Reference
 - Technology
- Following the brief lesson, attendees made use of breakout rooms to practice Spanish conversation, with guidance from the facilitators

In-Person Events:

- **Super Library Supervisors Fall 2024 Series:** Our popular, ongoing Super Library Supervisor series was held in person at Monroe Township Library in October 2024, where 29 new and novice supervisors joined us for 4 days of training on topics related to leadership, management, and supervision. Topics covered included:
 - The Leader's Toolkit: Starting with Empathy
 - Strategic Planning for Libraries: The Basics & Beyond
 - Open & Honest Communication in the Workplace
 - Building Relationships & Resolving Staff Conflict
 - HR Basics Every Supervisor Should Know
 - Personnel Documentation & Evaluation
 - Giving & Receiving Feedback
 - Knowing Your Strengths

- **Culture Connection** through [EDI-NJ](#): On March 15, 2025, the New Jersey library community gathered at Monroe Township Library to celebrate the rich tapestry of [African American communities](#). This gathering marked the second program in Culture Connection, a statewide Equity, Diversity, and Inclusion (EDI) project, initiated by EDI-NJ. Aimed at connecting library staff from diverse backgrounds, Culture Connection offers a platform for cultural exchange, education, and celebration, aligning with the [EDI Framework for NJ Libraries](#) supported by LibraryLinkNJ, the New Jersey Library

Association (NJLA), and the New Jersey State Library (NJSL). The event was funded by LibraryLinkNJ, and co-sponsored by NJLA and MentorNJ.

- **Making History:** Following the format used at past Craft Show & Share events, we partnered with New Jersey Maker's Day and the League of Historical Societies of New Jersey to offer a hands-on opportunity for library staff and historical society members to come together and explore ways to bring history education to life for young people. Attendees shared examples of history-focused crafts and projects they've successfully hosted in their libraries, then worked together using provided materials to create a new project to share with their colleagues.

Tech Topic Programs by [LLNJ Tech Advisory Group \(L-TAG\)](#)

Doug Baldwin, Associate Director of the Piscataway Public Library, and Mi-Sun Lyu, LLNJ Director of Special Projects, served as Chair and Vice-Chair of L-TAG in FY25. Jon Braun, LLNJ Online Learning & Digital Content Specialist, continued to lead the AI Ambassadors group and oversaw our AI programs.

- **[AI Ambassadors](#)**: L-TAG's AI Series concluded in June 2024.
 - In 2025, the Online Learning & Digital Content Specialist focused on outreach and engagement to extend the impact of the AI Ambassadors initiative. Through a series of presentations and discussions, LLNJ shared the accomplishments, lessons learned, and best practices of the program with a wide range of audiences.
 - Presented as part of the [State Libraries and AI Technologies \(SLAAIT\) Working Group](#) in August. Collaborated with other AI Ambassador alumni to deliver *An Evergreen Learning Opportunity for Library Staff* and *AI Ambassadors Recap & Highlights*.
 - Additional outreach included participation in the 2025 New Jersey Academic Libraries Conference ([Exploring AI Tools for Academic Libraries: A Panel Discussion with LibraryLinkNJ AI Ambassadors](#)), WebJunction's *AI & Public Libraries* panel and discussion, and the International Coalition of Library Consortia (ICOLC) Conference in Chicago.
 - The Online Learning & Digital Content Specialist provided in-person training sessions for staff at the Cherry Hill Public Library and the Montville Public Library, focusing on the integration of AI tools and practices in everyday library work.
 - This year's outreach strengthened relationships across New Jersey's library community and beyond, positioning the AI Ambassadors program as a model for collaborative professional learning.
- ***AI & Tech Topic Webinars***
 - AI-Driven Community Engagement
 - AI in the Archives
 - Beyond Prompt Engineering: Practical Strategies for Everyday AI Use in Libraries
 - Cybersecurity basics for library staff
 - How to Develop and Deploy a Response Plan for a Cybersecurity Crisis
 - Library Bot-Builder Workshop
 - Libraries and Information Literacy in the AI Age
 - New Jersey Office of Innovation - Popular Tools Showcase
- ***TechFest***:
 - On April 29, 2025, the LibraryLinkNJ Tech Advisory Group (L-TAG) hosted [TechFest 2025](#) at the beautiful Monroe Township Library in Middlesex County. Co-sponsored by LibraryLinkNJ and the NJLA Emerging Technologies Section, the event welcomed nearly 90 attendees from multitype libraries across New Jersey—including public, academic, school, and special libraries. Designed as a full-day professional development and networking opportunity, TechFest 2025

featured a dynamic mix of table talks, hands-on demonstrations, and a thought-provoking keynote presentation. Throughout the morning and afternoon, participants rotated through four 20-minute Table Talk sessions covering timely and relevant technology topics. This fast-paced, “speed-dating” style format allowed attendees to explore a broad range of ideas in a short time. One attendee shared, “I loved being able to hear a little bit about each of the topics. The presenters were prepared and knowledgeable, and I enjoyed each of them.” Another noted, “Extremely well organized—a great networking event.”

- Keynote Presentation: *Generative AI and Libraries: Claiming Our Place in the Center of a Shared Future* by Chris Rosse, First Year and Transfer Experience Librarian at Oklahoma State University
- **Breakout Sessions:** *Four sessions on eight topics, including:*
 - *Accessible Listening: Turning the page on audiobook tech from the NJSL Talking Book and Braille Center*
 - *Best Practices For Cyber Security*
 - *Integrating Music and Art in STEAM*
 - *Tools to Support Information Literacy: AI and Beyond*
 - *No Cheat Code Required: Bringing Creative Gamification to the Library*
 - *Livestreaming/Video Production In The Library*
 - *Smart Queries, Smarter Results: Mastering the Art of Prompting AI*
 - *Web Accessibility with Userway: Less Talk, More Action*

MentorNJ

MentorNJ is an initiative of LibraryLinkNJ, supported by LLNJ’s CE Team and a Task Force of library staff representing multiple library types and several statewide partner organizations. Darby Malvey, LLN Programming & Outreach Manager, served as Chair of the MentorNJ Statewide Task Force in FY25.

MentorNJ conducted the following CE programs in FY25:

- ***MentorNJ Mega Meet-up:*** This popular in-person event hosted by the MentorNJ Task Force invited library staff to join us as we explored topics surrounding wellness, self and community care, and took for networking, support, and discussion of important topics related to library work.
 - 52 In-Person Attendees
 - Keynote: “Emotional Wellness for Library Workers: Strategies to Manage Anxiety, Uncertainty, and Burnout” with Loida Garcia-Febo
 - For the first time, MentorNJ streamed our Mega Meet-up keynote live to our partner participants at the Tennessee Library Association
- ***MentorNJ Online Meet-ups:*** Monthly online meet-ups, numbering more than 100 total throughout the year, provide library staff the chance to connect and converse. Meet-up topics cover both work-related subjects and identity.
 - Total number of FY25 Meetups: **127**
 - Total FY25 Meetup attendance: **1093**
 - Popular topics in FY25 included:
 - Latino Library Staff

- Disabled & Neurodivergent Library Staff
 - LGBTQIA+ Library Staff
 - Leading Lean Libraries
- ***MentorNJ Tennessee Partnership:*** In FY2025 our partnership with the Tennessee Library Association grew to include two designated spots on the MentorNJ Task Force for Tennessee representatives. Including representatives from Tennessee in our monthly Task Force meetings and in the decision-making process has helped the partnership coalesce and brought new perspectives to the Task Force.

Professional Development Alliance

- Involvement in the Professional Development Alliance, a project of the International Coalition of Library Consortia that brings together consortia from across North America to share virtual Professional Development opportunities with our memberships, has afforded our CE Team to ability to grow our online learning options considerably
 - In FY25, LLNJ members were able to take advantage of 49 additional Professional Development opportunities via the PDA, at no cost to LLNJ

Membership Meetings

Membership meetings are held to keep the members informed of the services and business of the Cooperative

FY25 Membership Meetings:

- Winter Virtual Meeting
 - February 12, 2025
 - *Be Our Valentine*
 - We invited library staff from around the state to join us and “share the library love” by speaking for a few minutes about the things they love more about their library.
 - Representatives from 8 member libraries joined us, and LLNJ staff also “shared the love” with their own micro presentations.
 - No formal business needed to be presented
- Spring Virtual Membership Meeting
 - June 18, 2025
 - Approval of FY2025 Executive Board Slate and Budget
 - Adoption of Amended Bylaws
 - Updates from LLNJ staff and partners

LibraryLinkNJ LearningSpace

- During FY25, the LLNJ LearningSpace gathered 37,682 views across 348 courses, including original modules focused on information literacy, recorded webinars and skill-sharing discussions, as well as the Virtual Conference on Inclusion.
- The most popular courses focused on information literacy, customer service, and marketing initiatives. LLNJ recorded webinars and the Virtual Conference on Inclusion also drew in repeat viewings.
 - Most popular courses FY25

LearningSpace Course Name	Views
First Amendment Audits at the Library	1738
Research Essentials – Authoring Research Questions	1646
Library Marketing Made Easy with Kathy Dempsey	1610
Who Knows: Reframing Information Literacy for a Wider Audience	1568
The New Basics of Professional Customer Service	880
What Do I Know: Building Background Knowledge & Developing a Research Framework	815
Welcome to the LearningSpace	724
What Will I Find: Introducing & Modeling Online Search	702
Digital Comfort: How to Adapt to Technology's Changes	639
2024 Virtual Conference: Inclusion	589

- Jon Braun, the Online Learning & Digital Content Specialist worked alongside members of L-TAG to evaluate and manage the coursework being added to the platform. This group included Richard Loomis, Paul Montanez, and Tricina Beebe.
- New users to the Niche Academy platform are presented with an introductory tutorial, produced and updated by the Online Learning & Digital Content Specialist.
- The Programming and Outreach Manager and Online Learning & Digital Content Specialist collaborated with staff from NJDOE and NJSL, as well as four presenters to develop a series of five modules focused on information literacy. Recording was finalized in May 2025 with the modules releasing in FY26.
 - Module #1: What is Information Literacy?
 - Module #2: How Do I Determine What Information I Need?
 - Module #3: How Do I Identify and Evaluate Information?
 - Module #4: How Do I Use Information Effectively and Efficiently?
 - Module #5: How Do I Produce and Distribute Information Ethically and Responsibly?

Submitted by LLNJ’s Continuing Education Team

LLNJ FY25 Continuing Education Team

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With our grateful thanks to:

Ralph Bingham, LLNJ Executive Director

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Connected and Thriving

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Ralph S. Bingham III, Executive Director

LibraryLinkNJ FY25 Annual Report Supplement

Feedback Analysis

Report prepared by Darby Malvey, LLNJ Programming & Outreach Manager

Method

Following LibraryLinkNJ Continuing Education programs and events, staff share feedback forms with attendees in an effort to gauge the effectiveness and value of the programming we offer.

- Feedback forms are anonymous, unless a respondent wishes to identify themselves
- Feedback forms are optional; we encourage but do not require attendees to respond
- Throughout FY2025, we made an effort to move toward use of a single, consistent feedback form to help streamline the analysis process and gain a clearer picture of feedback across all event types
 - This is an ongoing process as we work toward getting all staff comfortable with a standard form; therefore, not all questions were posed on all feedback forms distributed in FY25

Report Period

The feedback analysis in this report represents data collected in surveys and feedback forms for programs, events, and training sessions conducted in LibraryLinkNJ's 2025 Fiscal Year

- FY25 ran from July 1, 2024 through June 30, 2025

Responses and Results

Response rates tend to represent only a fraction of the total number of attendees at any given event. We recognize that responses are generally representative of attendees who feel strongly about the value and content of an event, either positively or negatively.

- Respondents are more likely to respond to multiple-choice questions with pre-set options than to complete short-answer responses; short-answer responses tend to be strongly positive or strongly negative

Feedback Review & Use

LibraryLinkNJ CE Team staff review all responses to feedback forms, and factor attendee feedback into the planning process for CE Team events. Feedback plays a role in determining:

- Where and how CE funds should be spent (which topics or styles of program have value to the membership)
- Whether specific presenters are asked back for additional events
- Which topics we are missing
- How to more effectively address topics of importance to our members

FY25 Key Takeaways

Positive Feedback

- A significant number of attendees indicated appreciation for LibraryLinkNJ's Continuing Education offerings, and expressed that they value the opportunities made available by the Cooperative
- Most respondents rated the program they had attended as "Extremely Valuable"
 - With 0 being "Not at All Valuable" and 5 being "Extremely Valuable" respondents selected an **average rating of 4.6** across all events when asked to rate the value of attending a given event
- Qualitative feedback on overall quality and favorite aspects of Continuing Education offerings demonstrated a few consistent themes across all events:
 - Breakout sessions and networking opportunities stood out as particularly meaningful
 - Attendees expressed a strong preference for training and workshops that allow them to learn practical skills that can be applied on-the-job

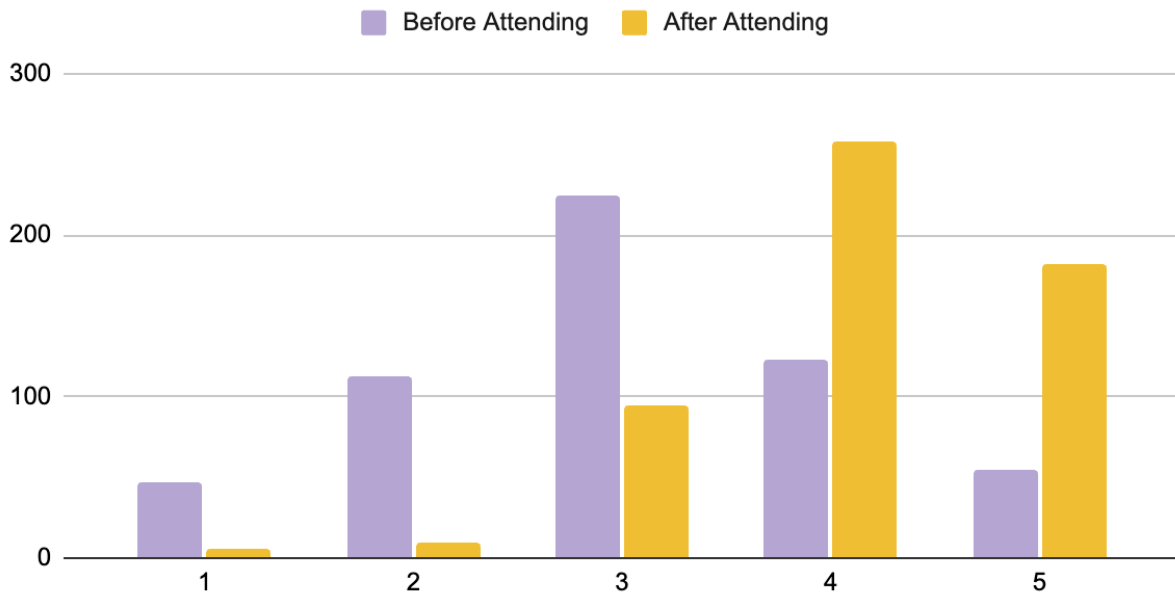
Suggestions and Room for Growth

- Roughly 25% of respondents indicated that they'd like for a Continuing Education event to have been longer or that they'd like for there to be additional sessions covering the topic.
- Attendees expressed an interest in more hands-on training opportunities
- Respondents across all programs indicated a desire for CE opportunities more tailored to different skill levels or levels of experience

Standalone & General Professional Development Sessions

For all feedback collected on standalone and general professional development sessions, including webinars, in-person events, Signing Basics courses, ¿Cómo Se Dice? Spanish Conversation Hour, Skill-Sharing Conversations, L-TAG and others:

On a scale of 1-5, I would rate my knowledge of the program topic as:



- On average, on a scale of 1-5, attendees rated their knowledge of program topics as a 3.1 prior to attending the program
- On average, on a scale of 1-5, attendees rated their knowledge of program topics as a 4.1 after attending the program

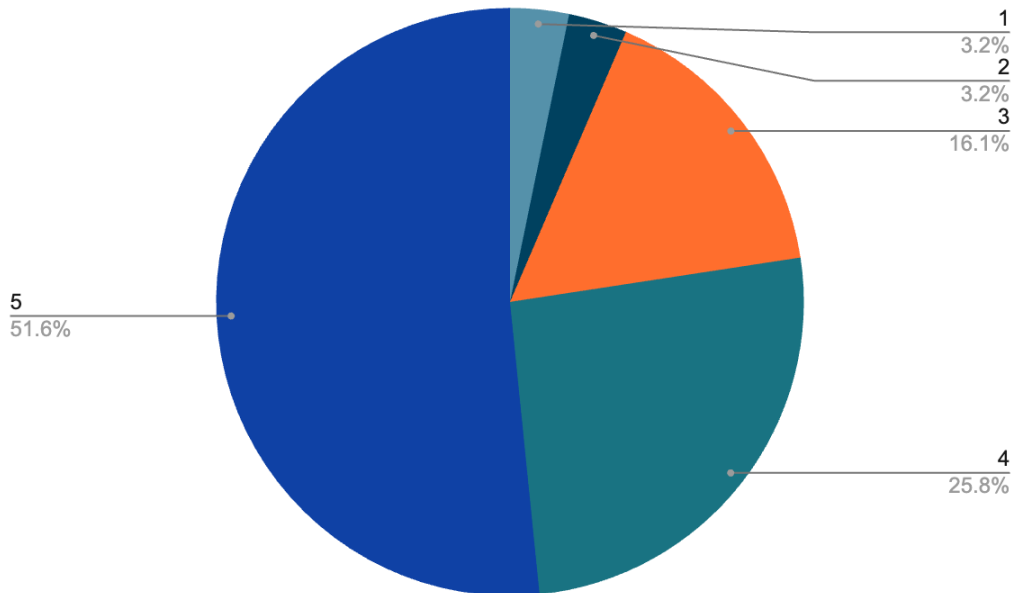
Selected Qualitative Feedback:

- “I loved having the detailed handouts, it's really nice to have something that I can tack up at my desk and refer to.”
- “The trainer was authentic and willing to share her knowledge.”
- “It addresses one of the hardest parts of my job. I liked the suggestions and also knowing I am not alone in feeling like weeding is hard work.”
- “I enjoyed the fun facts and that it was comfortable enough that the participants were able to ask those hard questions and receive really qualitative advice.”
- “I appreciated the diversity of the panelists and getting to speak to them directly.”
- “I loved hearing different perspectives and getting to know colleagues from around the state.”

Super Library Supervisors

For all responses across all Super Library Supervisors sessions conducted in FY25:

On a scale of 1-5 where 1= "I will use nothing" and 5= "I will use everything" how much of what was presented do you anticipate using in your library?



If 1="I'll Use Nothing" and 5="I'll Use Everything," how much of what was presented do you anticipate using in your library position? 1 (3.2%), 2 (3.2%), 3 (16.1%), 4 (25.8%), 5 (51.6%)

*The responses above represent attendee feedback after each individual session, not their rating of what they'll use from Super Library Supervisors as a whole.

- On average, on a scale of 1-5, respondents rated their knowledge of Super Library Supervisor program topics as a 3.5 prior to attending the series
- On average, on a scale of 1-5, respondents rated their knowledge of Super Library Supervisor program topics as a 4.1 after attending the series
- Responses suggest an improvement in perceived knowledge of topics following participation in the Super Library Supervisor series

Selected Qualitative Feedback:

- "The practical tips offered in the morning's presentation were useful and the discussion that happened in the chat showed participants that we are not the only ones experiencing certain issues."
- "As a new supervisor there was a lot of helpful knowledge that I was able to take away from the session and I learned to recognize how to avoid many pitfalls that I might not have realized."
- "I wish EVERYONE could take these trainings!"
- "[The presenter] was just wonderful; it was a pleasure to learn from her."



LibraryLinkNJ Outreach Initiatives ANNUAL REPORT FY2025

Outreach to our membership and to the New Jersey library community at large is a necessary piece of successfully addressing many of the components of LibraryLinkNJ's FY23-25 Strategic Plan. In FY25, outreach initiatives were undertaken in the hope of addressing the following Strategic Plan goals:

Goal 1: Innovation & Leadership

- **1.1** Leverage statewide partnership to coordinate learning opportunities, resources, advocacy, and best practices related to emerging topics that impact all libraries.
- **1.3** Find more ways to share innovative programs among members.

Goal 2: Facilitating Learning

- **2.3** Coordinate learning opportunities statewide.

Goal 4: Engagement

- **4.1** Find ways to strengthen connections among regional libraries of all types.

Introduction:

LibraryLinkNJ continues to seek ways to increase awareness of and access to the resources and services we offer; outreach work is an important part of that effort. Our outreach initiatives include such activities as attending meetings, events, and conferences for our partner organizations, sponsoring or presenting at large in-person events, contributing to newsletters and other publications from partner institutions, offering information sessions to member institutions or partner groups, and much more.

Our FY25 outreach activities prioritized supporting partners in their existing work and coordinating efforts to reach new potential LLNJ participants.

Participation in outreach initiatives in FY25 was in direct response to:

- LibraryLinkNJ's FY23-25 Strategic Plan
- Requests from partner organizations, such as VALE, NJALS, NJLA, NJASL, and others
- Requests from individuals or specific member institutions
- Member feedback

Highlights of our Outreach Initiatives Include:

Communications Efforts:

- LibraryLinkNJ staff contributed to a variety of partner publications in FY25, including:
 - The NJLA News Alert and NJLA Newsletter
 - The NJASL Bookmark
 - The NJLA PD Newsletter
 - ACRL Newsletter

Outreach Events FY25 Highlights

New Member Information Sessions

- Virtual Presentation: *LLNJ New Member Information Session Fall 2024*
- Virtual Presentation: *LLNJ New Member Information Session Spring 2025*

Presentations for Library Staff

- Cherry Hill Public Library Staff Training: *AI in the Library*
- Ocean County Library Youth Services Staff Meeting: *MentorNJ Overview*
- Cherry Hill Public Library Staff Development Day 2025: *MentorNJ Overview*
- Matawan Aberdeen Public Library Staff Development Day 2025: *LLNJ Overview*
- Montclair Public Library Staff Meeting, May 2025: *LLNJ Overview*
- Montville Public Library Staff Development Day: *AI in the Library*

Information Literacy Outreach

- As part of our ongoing work with the NJ State Library, NJ DOE, and other partners on the IMLS-funded “Teaching Information Literacy” project, we represented the project at the following statewide conferences and events:
 - NJ Principals and Supervisors Association Annual Conference 2024
 - New Jersey Academic Libraries Conference 2025
 - NJLA Annual Conference 2025

AI Ambassadors Outreach

- State Libraries and AI Technologies (SLAAIT) working group presentations
 - *August 13* - An Evergreen Learning Opportunity for Library Staff
 - *August 20* - AI Ambassadors Recap & Highlights
- 2025 New Jersey Academic Libraries Conference
 - *January 10* - Exploring AI Tools for Academic Libraries: A Panel Discussion with LibraryLinkNJ AI Ambassadors
- *May 1* - WebJunction: AI & Public Libraries: Panel & Discussion
- *May 4 - 7* - ICOLC Conference - Chicago, Illinois

NJLA Youth Services Forum

- In-Person Presentation: *MentorNJ Overview*

NJ Academic Libraries Conference 2025

- Event Sponsor
- AI Ambassadors Conference Presentation

Caldwell University Social Justice Symposium 2025

- Assisted Caldwell Public Library staff in representing the equity and Social Justice issues related to libraries, censorship, and book banning

NJLA Annual Conference 2025

- Conference sponsor and exhibit hall vendor
- Networking Luncheon sponsor
- Pre-Conference: *Equity Scholars Summit*
- Conference Session Sponsor: *MentorNJ In-Person Meetups x 7*
- Conference Session Presentation: *Creating Kind Spaces for Neurodivergent Library Workers*
- Conference Session Presentation: *Balancing the E-Books, Fair Licensing Terms for Libraries*
- Conference Session Presentation: *LibraryLinkNJ, Grow With Us*
- Conference Session Presentation: *Be Prepared: Getting Your Library Ready for Upcoming Info Lit Standards*
- Conference Session Presentation: *EDI-NJ: Strategic Roadmap for the 'EDI Framework for NJ Libraries' Project*

Submitted by LLNJ's Continuing Education Team

LLNJ FY25 Continuing Education Team

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FY2025 Executive Summary Report – EDI-NJ Initiatives

Introduction:

The EDI-NJ Initiatives aim to provide a cohesive framework and ongoing support for establishing a sustainable environment for equity, diversity, and inclusion (EDI) efforts across New Jersey libraries and library organizations. The EDI-NJ group launched the [Strategic Roadmap Project](#) in 2024, aligning it with the [EDI Framework for NJ Libraries](#), which represents a shared commitment to building a library community that fully reflects the values of equity, diversity, and inclusion. These efforts continued and expanded in FY2025.

The project has made steady progress toward creating a unified, statewide approach to EDI in New Jersey libraries, working to achieve collaborative and measurable impact in the following goals:

1. **Build Capacity for EDI:** Increase the knowledge, skills, and abilities of library staff across New Jersey in understanding and implementing EDI principles.
2. **Foster Inclusive Library Environments:** Create welcoming, inclusive, and safe library environments for diverse populations, promoting equity and respect for all.
3. **Strengthen Diverse Staff Power in Library Workspace across New Jersey** to Serve the Diverse Communities More Effectively.
4. **Enhance Library Services and Accessibility:** Improve the accessibility and inclusivity of library services for all customers, especially underserved and marginalized communities within New Jersey.

The project is a collaborative effort among library organizations and professionals, funded by NJLA and LibraryLinkNJ. LibraryLinkNJ serves as the fiscal agent and project manager to support and sustain the work.

What We Accomplished in FY2025:

For **Goal 1: Building Capacity for EDI**, we completed an EDI Collective Impact Assessment with 15 responses from library organizations across New Jersey. The analyzed data was compiled into [a report with actionable recommendations](#), which was shared with participating organizations. Alongside this, we formally invited the organizations to join EDI-NJ, a collaborative group dedicated to advancing strategic EDI initiatives in New Jersey libraries. We convened this group in 2025 to co-create a plan for collectively supporting and sustaining EDI efforts across New Jersey libraries. While several connections remain pending, we are actively building this statewide network and welcome additional support in our efforts.

To support the development of a DEIA Toolkit for Directors, we conducted an EDI training needs assessment, gathering 118 fully completed responses. [The EDI consultant's summary report](#) outlines critical actionable recommendations for the toolkit, and the project group continues to recruit participants to ensure diverse representation and expand the group's capacity. With insights drawn from the assessment, the foundation for the toolkit has been laid. We formed a committee within NJLA's Diversity & Outreach (D&O) Section to guide the development and implementation of this subproject, ensuring it reflects the diverse realities of New Jersey libraries.

Additionally, the insights from this assessment have informed priority training topics and speaker recruitment, which will contribute to the creation of a performers and speakers database. This database, along with other resources, will be included in the forthcoming EDI resource hub. Early planning has also begun for a statewide in-person program in Spring 2026, with discussions focusing on sharing collected data and developed resources and creating space for strategic visioning and action planning.

Under **Goal 2: Fostering Inclusive Library Environments**, we announced the [EDI-NJ Institutional EDI Assessment](#) launch for New Jersey libraries in May 2025. This comprehensive tool is designed to support a library's journey toward creating a more equitable, inclusive, and community-centered institution. We also introduced the [Learning Module Series](#) that accompanies the tool. This series is designed to guide libraries through each step of the process, helping them reflect on their organization's current state, understand community needs, and identify actionable areas for growth. Key Resources also include the [Scoring Guide](#), a clear framework to help libraries calculate their assessment results, and the [Debrief Guide](#), a resource to help facilitate team discussions after completing the assessment, so libraries can identify patterns, gaps, and prioritize areas for growth. These resources are designed to provide clarity, structure, and actionable insights to help libraries deepen its commitment to equity and inclusion and to support them in creating and sustaining intentional strategic change.

We completed a draft of the individual EDI assessment, which will undergo review by the EDI-NJ group. Once finalized, the EDI consultant will develop accompanying modules to support its use and implementation.

For **Goal 3: Strengthening Diverse Staff Power**, we successfully achieved our objective of hosting a special Culture Connection event in FY2025:

- [African American Culture Event](#): Building on the success of the API Culture Event in FY2024, MentorNJ's African American Meet-up Group hosted an African American Culture Event on March 14, 2025 at Monroe Township Library, bringing together library staff from diverse backgrounds to honor and celebrate African American history and culture in New Jersey and beyond. Co-sponsored by LibraryLinkNJ and NJLA, the event featured insightful hybrid presentations from keynote speakers Denitra Letrice Ross and Earl Givens, Jr., who spoke about building cultural competence and developing inclusive leadership.

Finally, for **Goal 4: Enhancing Library Services and Accessibility**, we are in the early stages of developing a statewide assessment to identify gaps in accessibility and inclusivity. This assessment will be distributed to libraries across the state, with responses analyzed and compiled into a comprehensive report. The report will highlight trends, identify areas of opportunity, and assess collective impact. The goal is for this tool to serve as a benchmark for measuring progress at both the individual library level and statewide, supporting ongoing progress and accountability.

Looking Ahead

As we move into Phase 3 (FY2026) of the project, momentum continues to build across our goals, with important progress and new opportunities for engagement:

- Develop and Implement the institutional EDI Assessment Cohort with ten selected multitype libraries, using the Institutional EDI assessment and audit modules.
- Host an in-person program at the NJLA/NJASL Joint Conference.
- Host an in-person program to share project progress with the NJ library workers and foster an environment for statewide collaborations in Spring 2026, possibly at a nationwide library conference.
- Develop the Individual EDI Assessment and Audit Module for library staff, supporting self-reflection on personal practices and growth.
- Design and develop DEIA Toolkit for Directors by the end of April 2026.
- Establish an EDI resource hub for ongoing learning and support accessible to all library staff, including training modules, by the end of April 2026.
 - Incorporate diverse voices in library programming by creating a performers & speakers database

We remain deeply committed to creating a sustainable and equity-centered future for New Jersey libraries and we will continue to invite members of the NJ library community to get involved in this collaborative effort.

For more information about the project updates, please visit the project page at:

<https://librarylinknj.org/EDI/strategic-roadmap>