



Newsletter of the  
**BLACK CAUCUS**  
of the American Library Association

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## Forty Years in the Profession

By **Mary Biblo**

Some 35 years ago when I joined the American Library Association (ALA), the Black Caucus was in its early years of development. While one might consider it natural that a Black librarian would gravitate toward the Black Caucus it was not the only factor. I saw the Black Caucus as a progressive organization that would advance the goals of the Black community in the area of librarianship. This also meant elevating our status within ALA. At that time the Black Caucus operated outside of the formal (ALA) structure. I diligently attended Black Caucus meetings and served as Treasurer and on the Executive Board. I made every effort to encourage young Black librarians to become active in the Caucus and the Association.

But as important as the Caucus was and is I felt that it was important for Black librarians to participate in all aspects of ALA, including running for council and other offices, for we have a wealth of knowledge and skills to impart to the Association and the community. I became active in the Social Responsibility Round Table (SRRT) and was elected Chair of their Action Council. As a member of SRRT I was part of the Dr. Martin Luther King, Jr. Holiday committee. I selected the School Librarians division (AASL) as the professional area for me and eventually I was elected to the Newbery Committee. After a while I became interested in ALA governance and ran for Council. Despite several defeats I continued to run and was finally elected. I have served on Council for more than 20 consecutive years, longer than any current Councilor. The opportunities are boundless if we assert ourselves. I became active in the International Federation of Library Associations (IFLA). In this venue, I came in contact with women, especially Black women,

in an effort to organize women internationally and especially had the opportunity to work against apartheid in South Africa.

This has given me the opportunity to work on several issues important to Black librarians, but also an opportunity to advance our brothers and sisters in the ALA leadership. I have been actively involved in the elections of E. J. Josey, Clara Jones, Hardy Franklin and Carla Hayden to the presidency of ALA. But even before that when E. J. Josey had almost given up the idea of being elected to the ALA Executive Board we mounted an extraordinary campaign in which he was finally elected to the Executive Board, apparently the first Black in anybody's recent memory. Unfortunately we seemed to hit a glass ceiling and it seems like a quota of one ethnic minority on the Executive Board is becoming the practice.

It is crucial that we encourage the active participation on the part of the Black Caucus in all aspects of ALA. The recent conference of Librarians of Color was a tremendous and successful cultural event. We should follow this with cooperation in other spheres of interest, social and political. This is not a new theme.

In the year 2000 in the *Handbook of Black Librarianship*, 2<sup>nd</sup> Ed., edited by E. J. Josey, Lisa Biblo wrote, "In the coming years the Black Caucus must use all of the tools at its disposal and create new tools to bring about new ways of thinking in all people. Building a new paradigm will require the Caucus to seek broader support and build coalitions within the profession and outside. True unity and equality will never come about without radical rethinking of the existing societal models."

January 16, 2007

**Mary Biblo**

### BCALA EXECUTIVE BOARD

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(SEE BCALA EXECUTIVE BOARD, p. 2)

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# BCALA MEETINGS AT ALA

## BCALA EXECUTIVE BOARD

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### Friday, June 22, 2007

9:00am-10:30am Committee Chairs Meeting  
10:30am-12:00pm All Committee Meeting  
2:00pm-5:30pm Executive Board Meeting, pt. 1

### Saturday, June 23, 2007

10:30am-12:00pm Executive Board Meeting, pt. 2

### Sunday, June 24, 2007

8:00pm-10:00pm BCALA General Membership Meeting

### Monday, June 25, 2007

10:00am-12:00pm Conference Planning Meeting  
8:00pm-10:00pm BCALA Literary Awards Presentation & Reception

## Welcome! BCALA New Members:

Oriana Armstrong, FL; Claudia Banks, IL; Leroy Bell, Jr., VA; Pamela Brogden, MD; Edith Campbell, IN; Lindsay Coleman, IL; Sallie Davis, IN; Rosalyn M. Donnes, CA; Julie Dornack, MN; Tracy Ducksworth, IL; Viola Dyas, CA; Morel Fry, VA; Tracy Gardner, NC; Betty Jo Gaston, FL; Danny Gibson, Jr., WA; Emma Gibson, CA; Gracie Gilliam, MD; D. L. Grant, TX; Carol Hale, MI; KaLeah Hicks, TX; T. Bernard Isaac, OH; Kimberly Johnson, OK; Kimberly A. Jones, IN; Shanita Jones, VA; Tracey Alys Jordan, FL; Kafi Laramore-Josey, MI; Basil Martin, PA; Susan McClelland, IL; Chantell McDowell, NY; Angela McMillian, MD; Nicole McPherson, VA; Eric Peoples, AZ; Sylvia J. Polk-Dillon, TX; Cynthia Preston, OH; LaJuan Pringle, NC; Nadine Robinson, FL; Anita Samuel, PA; Nancy G. Scott, NC; Lynne Simpson-Scott, OK; Smith College, MA; Susan Sparkman, MS; Jackie Sullen, MI; Nancy Thomas, NY; St. Cloud State University, MN; Stephanie Towles, PA; Rod Whitlow, MI; Bene Williams, GA; Brenda Wright, FL; Nikki Wright, IL;

## Thank You! BCALA Contributions:

### 35<sup>th</sup> Anniversary

Billie Frierson, CA;

### ALA Spectrum Scholarship

Bernadine E. Aubert, NJ; Deborah H. Brooks, MD;

### E. J. Josey Scholarship:

Bernadine E. Aubert, NJ; Deborah H. Brooks, MD; Madeline Ford, NY; George C. Grant, AR; Norman V. Plair, OH; Jewel A. Player, MD; Doris Tynes Robinson, CA;

Valerie Rowe-Jackson, SC; 'Rosalie Holmes Stroman, DC;

### John C. Tyson Award:

Bernadine E. Aubert, NJ; Deborah H. Brooks, MD; Valerie Rowe-Jackson, SC;

### Smiley Student Fund:

Bernadine E. Aubert, NJ; Deborah H. Brooks, MD; LeRoy LaFleur, VA; Margaret Traylor, CA;



For the latest information  
visit the BCALA home-  
page...  
<http://www.bcala.org>

## A PARTING MESSAGE FROM THE BCALA ACTING PRESIDENT

### Greetings Colleagues:

BCALA enjoyed a successful and rewarding retreat on Thursday, January 18, 2007 in Seattle Washington as we reviewed our strategic plans, goals, and mission. The retreat objectives were well defined. We assessed the progress of board members, chairs and co-chairs through communication, networking and team work. We gained a sense of renewed commitment to BCALA from suggestions for improvement and instituted a more creative mode of communication and accountability. We left with a sense of direction, commitment and a greater willingness to work together as we begin the dialogue to resolve some of BCALA's major issues. We created a list of issues and concerns that will be further addressed as we prepare for our meeting in Washington, D.C.

We welcome all new members who have joined BCALA. Our membership has grown to a greater inclusion of individual affiliated with library information delivery and education. We actively encourage and

support formal and informal actions within the organizational structure. I personally wish to extend a special thank you to those who have renewed their commitment to the mission and vision of BCALA through renewal of membership.

As a unit we are on task, our mission, goals and objectives have been clearly defined through the commendable efforts of the Strategic Plan Steering Team (2004-2007). With renewed commitment and energy we are ready to update our Strategic Plan.

So, I leave you with a personal reflection of my experience as Acting President during the illness of President Wanda Brown. Parting with renewed strength and vigor, let me complete the vision of my tenure as Acting President of BCALA. When you see me walking in the Convention Center during BCALA Midwinter or Annual, you will immediately see that I have a sparkle in my eye.

During my tenure as president I have attempted to delay my actions / reactions until I am able to logically assess

a problem, plan possible solutions, and decide upon a suitable course of action. I felt that if I set my mind and heart on a task, I could accomplish anything. In this role I recognized that positive growth can result from meeting the challenges of unanticipated responsibilities which can induce fear as well as induce courage and determination to foster growth. I definitely feel that I met the challenges and embraced growth. In conclusion, I have grown in self knowledge, knowledge of colleagues / members, and friends.

The opportunities before BCALA are limitless!!! We will continue to promote our mission and goals of strengthening our sponsored programs, being gatekeepers of historical/cultural information and partnering with other organizations in meeting the need of our members.

Thank you for allowing me to be an integral part of your lives.

**Karolyn S. Thompson**  
BCALA Vice President/  
President Elect



**Wanda Brown,**  
BCALA President  
2006-2008

"IT IS MY DESIRE  
TO CONTINUE  
BUILDING UPON  
THE LEGACIES OF  
ALL OUR PAST  
PRESIDENTS,  
MOST RECENTLY  
PRESIDENT  
ANDREW  
JACKSON."

...WANDA BROWN

## REFLECTIONS ON BCALA RETREAT IN SEATTLE, WASHINGTON



(l-r): Karolyn S. Thompson and Wanda Brown

*(Editor's Note: Mary Biblo's message appears on the front page of the February/March BCALA Newsletter.)*

Mary,

On behalf of BCALA's Executive Board and officers thank you for sharing your special thoughts with us during our Retreat in Seattle, Washington. You are truly a living legend.

Respectfully,  
Karolyn S. Thompson

## LETTERS TO THE EDITOR

### Dear friends and colleagues,

On behalf of the current Executive Committee of AFAS I extend congratulations to the newly elected AFAS officers:

- Thomas Weissinger, Vice-Chair/Chair Elect
- Sylvia A. Nyana, Secretary
- Allison Sutton, Member-At-Large

Thank you for interest and active membership in AFAS, we look forward to working with you in the coming year.

See you in DC!

**Akilah Nosakhere, AFAS Chair**

### Recent Publication of *Information Equality, Africa*

Welcome to the first issue of *Information Equality, Africa*, previously called *PALIAct Ideas & Action*. The change of name is an indication of PALIAct's continuing development and growth. It is also an indication that it is clarifying its vision and aims. It is now firmly rooted within the Department of Applied Social Sciences at the London Metropolitan University. It has also found fertile ground in Kenya where it has been received with great enthusiasm.

As with our last issue, we continue to bring information about PALIAct itself as well as developments and ideas from other fields and other parts of the world to provide new ideas and experiences that continue to enrich PALIAct. With the expansion of the amount of information available on the internet, it is easy to get lost in the vast jungle of information available and often relevant information may not reach those who need it the most. At the same time, not everyone has easy access to the internet and computers. *Information Equality, Africa* aims to make it easier for relevant information to reach people who need it.

*Information Equality, Africa* is published in two formats: print and on-line. It is circulated in electronic form to all those who had indicated an interest in the organisation. Please let us know if you do not wish to receive future issues. Printed copies can be posted to interested people, particularly, in Africa. It is also available on its website: <http://www.seapn.org.uk/PALIAct-new.html>.

Finally, through its newsletter, PALIAct aims to incorporate the advice of Kwame Nkrumah:

Go to the people

Live among them

Learn from them

Love them

Serve them

Plan with them

Start with what they know

Build on what they have

**Naila Durrani**

**Editor**

*Information Equality, Africa*

[naila.durrani@blueyonder.co.uk](mailto:naila.durrani@blueyonder.co.uk)

30 November 2006

### Dr. Lucille C. Thomas to Receive the Roll of Honor Award

BCALA Member Lucille Cole Thomas has been selected by the Freedom to Read Foundation as the 2007 recipient of the Roll of Honor Award. The award will be presented at the opening session at the ALA Annual Conference in Washington, D.C. on Saturday, June 23 at 5:30 p.m.

The Freedom to Read Foundation Roll of Honor was established in 1987 to recognize and honor those individuals who have contributed substantially to FTRF through adherence to its principles and/or

## CORPORATE SPONSORS

### BCALA Culture Sponsor:

Ingram Book Services, Inc.

### BCALA Legacy Sponsor:

Amber Communications Group, Inc.  
Black Issues Book Review  
Third World Press, Inc.

We thank the above BCALA Culture and Legacy Sponsors for their kind and generous support. Sponsorship funds will be used to support BCALA programs, special events, tours, receptions and celebrations offered at our national gatherings. You are invited to join our members and friends as we fellowship together in celebrating our profession and culture.

## LIFE MEMBERS

Gladys Smiley Bell, VA; Andrew P. Jackson (Sekou Molefi Baako), NY; Claudette S. McLinn, CA; Rhonda E. Fowler, MI

## BCALA MISSION STATEMENT

"The Black Caucus of the American Library Association serves as an advocate for the development, promotion, and improvement of the library services and resources to the nation's African American community; and provides leadership for the recruitment and professional development of African American librarians."

substantial monetary support. FTRF was founded in 1969 to promote and defend the right of individuals to freely express ideas and to access information in libraries and elsewhere. FTRF fulfills its mission through the disbursement of grants to individuals and groups, primarily for the purpose of aiding them in litigation, and through direct participation in litigation dealing with freedom of speech and of the press.

### RUSA Selects Spectrum Scholar for Internship

CHICAGO—The Reference and User Services Association (RUSA) has selected Kelvin Watson, a 2007 Spectrum Scholar attending the School of Library and Information Sciences at North Carolina Central University, Durham, as the 2008 RUSA Intern.

As an intern with RUSA, Watson will work for 1.5 years with RUSA's vice-president/president-elect, David Tyckoson, head of Public Services, Henry Madden Library, California State University at Fresno. Watson also will receive \$3,000 to support travel expenses to attend the American Library Association's (ALA) Midwinter and Annual Conferences.

Watson has a Bachelor of Science degree in business administration and a minor in military science from Lincoln University, Jefferson City (Mo.). He currently works as the associate director of Business Development Field Sales and Service for Borders Group, Inc., Ann Arbor (Mich.).

"It's a great honor to be selected as the 2008 RUSA Intern," said Kelvin Watson, RUSA internship recipient. "I look forward to working with Dave and RUSA over the next year and a half, learning and contributing to our profession."

RUSA selects one Spectrum Scholar each year to receive the \$3,000 travel grant and work with RUSA's vice president. The ALA Spectrum Initiative provides \$5,000 scholarships to students from the following underrepresented groups: African American, Asian/Pacific Islander, Hispanic/Latino and Native American.

### AFRICAN AMERICAN PAVILION HEADS TO NEW YORK CITY

NEW YORK – BookExpo America, one of the largest book trade exhibits in the world, provides independent African American book publishers, self publishers, authors, Black Interest Imprints at major publishing houses, distributors, literary agents, publicists, librarians and bookstore owners exposure to more than eighty thousand book buyers and booksellers from across the globe. Organizers of the African American Pavilion at BookExpo America are finalizing plans for the event, to take place at the John Jacob Javits Convention Center, New York City, May 31 - June 3, 2007.

Now in its fourth year, the African American Pavilion at BEA is the marketplace for thousands of African American publishing industry professionals. Influential exhibitors and book buyers form a community of unprecedented strength.

"The African American Pavilion is a growing presence at BEA," says exhibitor Wade Hudson, President of Just Us Books and the 2006 African American Pavilion "Haki Madhubuti" Independent Publisher of the Year. "There will be great opportunities to learn, share, educate, sell and network and it's making black book history a vital, visible part of the 106-year history of BookExpo America/American Booksellers Association."

The 4,500 square feet of exhibit space will showcase African American books, authors, products and publishers. In addition to the business opportunities the pavilion provides, festivities include: music, food and refreshments. The African American Pavilion Reception and Awards program sponsored by Amber Communications Group, Inc. (June 2nd, 3-5pm) will celebrate the achievements of these African American publishing professionals. Keynote Speaker for the African American reception and awards program will be Max Rodriguez, Founder of the Harlem Book Fair and Publisher of *QBR: The Black Book Review*.

### Sibyl E. Moses Awarded "Fellow" by The Phyllis Chapter

ALBUQUERQUE—On March 10th, Sibyl E. Moses, Ph.D. was elevated to the position of

"Fellow of the Phyllis Chapter" (FPC), at the 24th Annual Conference of The Phyllis Chapter of The Phylaxis Society, held in Albuquerque, New Mexico.

Fellows of The Phyllis Chapter are selected based on their literary and meritorious service provided to the organization. The Executive Board takes into consideration the number and type of presentations made at The Phyllis Chapter's conferences within the last five years, the number and quality of articles written specifically for the publication in *The Phyllis* magazine, and overall participation and contribution to the program of The Phyllis Chapter. At the 2007 Albuquerque conference, Dr. Moses presented a workshop on research methods, entitled "Writing the Biographies of Prince Hall Women and Documenting the Sources Consulted." This is one in a series of workshops she has developed and presented in an effort to further encourage Prince Hall women to preserve and promote the history of Prince Hall women and women's organizations.

The Phyllis Chapter, established in 1983 by the late Honorable Joseph Walkes, Jr., is An International Society of Members of the Order of the Eastern Star, with Prince Hall Affiliation, in Pursuit of the Study Therein. Its' members are researchers, writers, editors, and those members interested in and supportive of "the desire to pursue the TRUTH AND LIGHT of this glorious Order." The Phyllis Chapter provides a universal center and bond of union for Prince Hall Order of Easter Star members worldwide.

The Order of the Eastern Star, Prince Hall Affiliation, was established in Washington, D.C. in 1874. It is the second oldest organization for Prince Hall women, the first having been the Heroines of Jericho. Prince Hall Masonry is the oldest surviving African American fraternal organization, with roots dating back to 1775. The service and leadership provided by Dr. Moses in the areas of historical preservation and archival management, is one way in which African American librarians have worked with the institutional infrastructure within Black communities and taken an active role in the preservation of African American history and culture.

## Recycle, Recreate, Rejoice: The Johnkankus America's 200-Year-Old First Black Christmas Tradition

**By Irene Smalls**

What African-American Christmas celebration goes back 200 years in American history and three hundred years in world history? What African-American Christmas tradition speaks to our concerns about the planet today? That answer to both of these questions is : The Johnkankus, the first Black Christmas celebration.

Africans wherever they were taken in the world recreated their culture. Prominent among those recreated folkways is the African masquerade tradition of The Johnkankus. Out of economic necessity The Johnkankus was created from found objects, rags, tatters, recycled materials, and genius. In the 1800's in the American south centered in North Carolina, the Johnkankus was the most popular musical event. On Christmas day, Blacks as well as Whites put on their Koner (Coner) faces.

The nineteenth century Johnkankus has many names world wide. Internationally, more common name is the name Jonkonnu. It's known as Jonkonnu in the Caribbean i.e. Jamaica, the Bahamas, St. Nevis, in the Bahia region of Brazil, in South America, notably Belize and Honduras. The Garafuna people of South America in Guatemala, Nicaragua and the Island of Roatan also commemorate Jonkonu. Some of it's other names are Kunizade in the Cape Verde Islands off the coast of West

Africa and as the Gombey/Goombay festival in Bermuda.

The first historical reference to a Johnkankus style festival is in a letter written by Sir Hans Sloane from 1688 Jamaica, WI. Sir Sloane wrote, "The dancers wore rattles tied to their legs and wrists. They had cow tails tied to the rumps and add such other odd things to their bodies in several places, as gives them a very extraordinary appearance." 'A Voyage to Guinea, Brazil and the West-Indies' by C. Ward and R. Chandler published in 1735 describes a Johnkankus type celebration with masks, drums, instruments, wild dancing and costumes observed in the kingdom of John Conny, a renown King or cabocero. That long ago kingdom of John Conny is now part of present day Ghana, Tres Puntas, in Axim on the Guiney coast.

In North Carolina, Christmas Day, given freedom, troupes of up to 100 Johnkankus revelers formed. In other parts of the world Jonkonnu was and still is celebrated four or more times a year. A Johnkankus troupe typically consisted of costumed masked and unmasked dancers, musicians, bell ringers, Gombe/Gumba box players, horn players, acrobats and singers. Gombe is a type of Ghanian drum. Instruments were made from found objects animal bones, sticks, reeds, bells, cow horns and triangles. The Johnkankus/Jonkonnu was distinctive for it's rag "get up", the characteristic Johnkankus/Jonkonnu costume was designed from rags and tatters.

After the Emancipation Proclamation The Johnkankus was ridiculed and seen as a low class slave tradition. Accordingly, after 1865 Johnkankus celebrations among the African American community declined. A black resident of Wilmington, N.C. the Johnkankus' US epicenter said "Kooner was raging here around 1882 but hit done died out bout 1900." But, the excitement of the Johnkankus' did not end. The White community continued the Koners parade tradition until 1936. Echoes of the Johnkankus are still extant in the US. Key West Florida has a Goombay Festival in October. Coconut Beach, Florida celebrates Jonkonnu in June and in Boston, Massachusetts in August Jonkonnu is part of it's annual West Indian Festival.

Today when global warming looms as a major threat to the entire world, we need to remember the valuable lessons of the African-American tradition of The Johnkankus: to recycle, to recreate, to rejoice and it's good to get your dance on.

For more information on this holiday see [www.irenesmalls.com](http://www.irenesmalls.com) Black History Resources.

**More ALA ANNUAL NEWS—A GATHERING IN WASHINGTON, DC**

The ALA Office for Diversity Presents:  
Spectrum 10th Anniversary Luncheon  
featuring Nikki Giovanni

**Sunday, June 24, 11:00 am - 1:00 pm**

Capital Hilton Hotel  
Presidential Ballroom  
1001 16th Street NW  
Washington, District of Columbia 20036

The Spectrum Scholarship Program turns 10 years old! Established in 1997, Spectrum--ALA's national diversity and recruitment effort designed to increase racial and ethnic diversity in the profession--has awarded scholarships to more than 415 individuals. Join Spectrum scholars, Champions, and all who advocate for critically needed diversity in libraries at this reception to support Spectrum's future and honor its legacy at a moving and uplifting event you won't want to miss! Featuring keynote by world-renowned poet, writer, commentator, activist, and educator, Nikki Giovanni; remarks by Representative (AZ) Raúl M. Grijalva and Spectrum Champions and Past ALA Presidents Carla Hayden and Betty Turock; performance by National Recording Artist, Librarian and Spectrum Scholar Tracy Worth, and hosted by San Diego County Library Director José Aponte.

To register visit the ALA Annual Conference website and find under special events:

<http://www.ala.org/ala/eventsandconferences/b/annual/2007a/registration.htm>

To add to an existing registration:

<https://www.ala.org/template.cfm?section=alaregistration&template=/cfapps/registration/change/default.cfm>

Or call 1-800-545-2433, press 5 for Member & Customer Service.

Tickets: \$55, EVENT CODE D13

**BCALA MEMBER HAPPENINGS...**

Teri Weil is now an Information Management Technical Officer for the federal government (cataloging).



**AFAS: African American Studies Librarians Section**  
Association of College and Research Libraries - ALA

**SAVE THE DATE**

*“Federal Documents in African American  
Genealogical & Historical Research”*

**A Workshop**

With

*Genealogy Specialist*

*Reginald Washington*

*Of the*

*National Archives & Records Administration*

*Open to all ALA Attendees*

*Washington, DC*

*Saturday, June 25, 2007*

**Limited to 50 participants**

*1:30 p.m. — 3:30 p.m.*

**Sponsored By**

**Black Classic Press**

**Oxford University Press**

## Off the Press

**Bolden, Tonya. *M.L.K.: Journey of a King*. New York: Abrams Books for Young Readers, 2007. 112 pp. ISBN 0-8109-5476-1. Hard. 19.95**

**Grades: 4 - 8**

Countless books have been written about Dr. Martin Luther King, Jr. and nearly every year there is a new one. Most of them follow the prescribed formats for their target audiences and are rarely unique. Tonya Bolden's version of his story, "M.L.K. Journey of a King," brings his life full circle. The book begins with the end of his intermingled with the climax and the beginning. Part one of the book is titled "How Could I Love a Race of People Who Hated Me?" Bolden recounts Dr. King's murder on the balcony of the Lorraine Motel while in Memphis, TN, to support the city's sanitation workers strike. His young life is a backdrop to how he grew into his non-violent, politically powerful destiny. Bolden masterfully leads into parts two and three, "I Hope Thousands Will Join Me" and "I've Got to March" respectively, by providing enough information to satisfy curiosity about his background, and then strictly focusing on Dr. King's work to galvanize a nation—millions of people—to take a stand for their civil rights while dealing with the deadly blows from the sick parts of society. Part three has a picture of Dr. King and Ralph Abernathy on Good Friday in 1963. The caption reads, "When middle-class people like M.L. and Abernathy wore denim, they were not making a fashion statement, but a political one: expressing solidarity with the poor, many of whom wore denim pants, shirts, and overalls on a regular basis because they were cheap and durable." While it is obvious that Bolden revered Dr. King, she got the point across that he was human and that he lead by not walking ahead, but among people from all walks of life. Part three ends with the famous picture of Dr. King fallen after being shot , and a picture of Coretta Scott King leading a march across Atlanta five after his funeral.

Over 60 photos are interspersed throughout the book instead of stationed in the middle. The black and white photos are of remarkable quality. Exceptional use of color blocks on the pages make the book visually appealing while enhancing the depth of the pictures. The color blocks not only contain caption information, they contain stand-alone shorts of Dr. King's life.

The timeline combined with thorough research make this book comprehensive enough for school reports. The book is also great for high school students and adults who want comprehensive research on Dr. King in simple language.

*S.D. Harris, heads the children's department at the So. Norwalk Library in Connecticut*

### Mentoring Guidelines

*(Editor's Note: The BCALA Recruitment and Professional Development Committee is planning an informational session on mentoring at the 6th NCAAL and provides the following Mentoring Guidelines. For more information, visit [www.bcala.org](http://www.bcala.org))*

The definition of a mentor is a trusted counselor or guide. A mentor has the ability to lead, inspire, and motivate his or her protégé by expanding his or her awareness, insight, and perspective. Mentors are a powerful force for developing employees and the organization.

The mentor may serve as an adviser, advocate, and coach, depending on the personalities and needs of the mentor and protégé. The mentor should contact new protégé's as soon possible to promote openness and plan to meet regularly with him or her.

Effective mentoring can occur in as little as two hours a month, but time together should be planned and maintained. The relationship can also be strengthened when the mentor invites the protégé to join in regular activities: having a meal, taking a walk, going to a conference, learning a new skill, attending a meeting, lecture, performance, or cultural social event.

### Roles and Responsibilities

#### A. MENTOR

A mentor asks the tough questions and communicates the unwritten rules of how things work, identifies potential relationships, assimilates the protégé into the culture and assists in developing goals to succeed.

### Qualifications

A mentor must have the following qualifications:

- Ability to influence and persuade others in positions of power
- Credibility with colleagues
- Seniority in relation to the protégé
- The respect of peers and professionals
- Expertise in his or her field of knowledge
- A desire to help the protégé as well as the organization
- A willingness to commit time and energy to the relationship
- Ability to help the protégé set and attain goals

### Responsibilities

## ***PROFESSIONAL DEVELOPMENT***

A mentor is responsible for providing the following to his or her protégé:

- Vision and Insight
- Advice and counsel
- Support and encouragement
- Upward mobility
- Encouragement for building self-confidence and stronger self-esteem
- Crisis or failure control plans
- Insight into the library culture
- A solid role model
- Constructive feedback and critical analysis
- Regular meetings
- Observe the rules of confidentiality

### **Benefits**

For mentors, the rewards of mentoring are the following:

- The personal satisfaction of giving back to the organization
- A legacy of personal knowledge, insight and experience
- Career enhancement, high visibility and prestige

### **B. PROTÉGÉ**

A protégé seeks constructive feedback as well as encouragement and has a strong commitment to professional growth and the ambition to succeed.

### **Qualifications**

A protégé must have the following characteristics:

- Desire to learn and grow
- Ambition to succeed
- Ability to accept risk
- Commitment and loyalty to the profession
- Both intelligence and common sense

- Strong commitment to education, goals and personal responsibility
- Ability to listen and follow through with directions

### **Responsibilities**

A protégé must:

- Be receptive to feedback and coaching
- Seek out opportunities for substantive work assignments
- Assess his or her individual needs
- Construct a career plan
- Take initiative in skill development
- Be proactive in career development
- Actively participate in the mentoring relationship
- Take advantage of the training and assistance offered
- Observe the rules of confidentiality
- Develop and utilize the skills of professionalism

### **Benefits**

The protégé gains the following benefits from being mentored:

- Assistance in defining career goals, strategies and options
- Help in building confidence to grow beyond the usual expectations
- Personalized education geared toward specific needs
- Less time spent on the wrong job
- Increased organizational awareness and political savvy
- Increased opportunity for advancement
- Increased leadership capabilities

### **Tips for a Successful Mentoring Partnership**

For both the mentor and the protégé, the following contribute to a successful mentoring partnership:

- Establish boundaries
- Don't stereotype, generalize or assume that your mentor or protégé will not understand your perspective [CONTD: on page 12]

## BCALA NEWSLETTER THEME ISSUES FOR THE YEAR 2007

### SCHEDULE SET

The BCALA Newsletter solicits proposals for 2007-2008 issues from prospective guest editors. Guest editors must be BCALA members in good financial standing. The proposal should outline a proposed theme, relevance to BCALA's goals, objectives, and Mission Statement, and approach to topic. Submit all proposals along with a biographical sketch and writing sample by February 28, 2007 to the BCALA Editor, Roland Barksdale-Hall. A workshop for prospective guest editors is being planned for Washington, D.C. in June 2007. The publication of the BCALA Newsletter was delayed due to death in Roland's family.

### BCALA Smiley Student Fund announced

The fund is to provide an expense paid trip to the 6TH National Conference of African American Librarians (NCAAL) for a applicant determined to reflect the goals and ideas of ancestors who support higher education and training for students. Dedication to the enhancement of minority participation in the field of Library Science will be facilitated by student participation in this award program. A \$1,000 check will be presented to one (1) student to attend the 6<sup>th</sup> NCAAL in Fort Worth, Texas from August 2-5, 2007 (see [WWW.BCALA.ORG](http://WWW.BCALA.ORG)). The committee consists of Gerald Holmes, chair, Jessica Brown, and Patricia M. Richard.

During the midwinter meeting in Washington, DC in 2001, Past BCALA President Gladys Smiley Bell proposed to the executive board to establish The Smiley Student Award in honor of her father, Ghainous W. Smiley, Jr. who went to heaven on November 15, 2000. Gladys's father was an educator who mentored his children and his children's friends on the importance of getting an education every chance he got. For a long time Gladys wanted to support the Library Science students of Color to attend the professional library conferences. When she was a library student, while, Gladys belonged to ALA, she didn't know about BCALA and wanted very much to attend an ALA conference. BCALA has established itself with its national conferences; Gladys stipulated that it provide support up to \$1,000 per conference. Karolyn Thompson and Bobby Player wrote the criteria for the award.

This opportunity will challenge each of us to encourage and be more aware of active student members of BCALA. Nominees "must" be an active student member of BCALA and a full-time Graduate student in an accredited Library School graduate program. The successful applicant must agree to submit the following to the Chair of the Smiley Student Fund:

- after the student has registered, submit a copy of the registration confirmation letter.
- no later than 3 weeks after the

closing of the 6<sup>th</sup> NCAAL, submit a written summary (no more

than 1,500 words) of their personal experience at the conference for publication in the

BCALA newsletter issue following the conference. Complete and submit the Smiley Student

Fund evaluation form.

### Applications must include:

Letter of nomination, no more than 1,000 words describing your career goals in Library Science, the impact that the award and subsequent BCALA conference attendance will have on those career goals. Letters of recommendation will be accepted (not required) from BCALA members or Library School Faculty.

**Deadline: All application materials must be "received" by 5:00 pm, Thursday, May 31, 2007.** Recipients will be informed within three weeks of the deadline, in order to begin making travel arrangements. Evaluation will consider student's potential for positive contributions to their career field of Library Science. See BCALA web page for June 27, 2007 announcement of recipients. Application materials may be submitted electronically (MS Word attachment) to Gerald Holmes at [gerald\\_holmes@uncg.edu](mailto:gerald_holmes@uncg.edu) or via mail Gerald Holmes, Chair Selection Committee, BCALA - Smiley Student Travel Fund, PO Box 2383, Greensboro, NC 27402-2383.

**The New Jersey Black Librarians' Caucus Events**

The Black Caucus of the American Library Association, NJ Chapter (BCALA-NJ) is pleased to co-sponsor the events below with the Ocean County Library and the Toms River NAACP.

Please mark your calendars!

The One Book New Jersey program is a fun and exciting program sponsored by the New Jersey Library Association. The goal of the program is to bring people together by encouraging them to read and participate in discussions and other events about the same book. This year's adult selection is: *"Their Eyes Were Watching God"* by Zora Neale Hurston. This classic title makes the collaboration between the Ocean County Library and the BCALA-NJ a natural one.

In addition to her contributions to American literature, Ms. Hurston was a significant figure in the Harlem Renaissance, a period of creative work in the form of literature, art, dance and social commentary that came out of this important time in history. The Ocean County Library plans to sponsor several educational programs about Zora Neale Hurston and the Harlem Renaissance.

The feature One Book New Jersey program will be *"Speak, So You can Speak Again: The Life of Zora Neale Hurston"* with guest author and Niece of Zora Neale Hurston, Ms. Lucy Hurston on **April 15<sup>th</sup> at 2:00 in Toms River's Mancini Hall.**

Some of the other programs that we

will be hosting are:

- \* *"The Music of the Harlem Renaissance"* with guest Jazz pianist Michael Birnbaum on **April 19 at the Jackson Branch .**
- \* *"Voices of the Harlem Renaissance"* A lecture on this vital period in American History provided through the Americana Lecture Series will be held at the **Lakewood Branch on May 2.**
- \* Cary Wintz, professor of history and chair of the Department of History, Geography and Economics at Texas Southern University, will be at the Toms River library to discuss his book, *Harlem Speaks: A Living History of the Harlem Renaissance*, on Sunday, **May 6 at 2:00pm.**

Please R.S.V.P. for any or all events at [events@bcala-nj.org](mailto:events@bcala-nj.org) . We look forward to seeing you at one of these exciting events!

**The New York Black Librarians' Caucus Fundraiser  
30<sup>th</sup> Anniversary**

In 1978, Baba Chuck Davis brought to BAM the first DanceAfrica festival—an extraordinary celebration of heritage and community centered on the diverse dance forms of the African Diaspora. DanceAfrica has grown over the past three decades to include African and African-American music, art, film, food, and crafts, and has become a Memorial Day Weekend tradition in Brooklyn where tens of thousands of people of all ages and backgrounds fill every corner of BAM. The 30th DanceAfrica festival marks another joyous milestone, as we also gather to celebrate Baba Chuck's 70th birthday.

Source: BAM website <http://www.bam.org/>

[events/07AFRI/07AFRI.aspx](http://events/07AFRI/07AFRI.aspx)

**Date:** Sunday, May 27, 2007

**Time:** 2:00 pm or 7:30 pm

*\*Limited tickets available for each performance.*

**Place:** BAM – The Brooklyn Academy of Music

30 Lafayette Avenue  
Brooklyn, NY11217

**Ticket Price: \$55 each**

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For more information and tickets contact: Enyi Okezie, Treasurer and Chair, Fundraising Committee at (917) 679-7374

Thank you so much Carolyn S. Thompson for your commitment, dedication and leadership during the illness of BCALA President Wanda Brown. Thank you for being an integral part of our lives.

Our warmest thoughts and prayers go out to you and your family.

**BCALA Family**

**WRITERS NEEDED**

**Seeking writers to cover the VI National Conference of African American Librarian and South Africa IFLA for upcoming 2007 BCALA Newsletter Theme Issues. Contact:**

Managing editor, Roland Barksdale-Hall, 939 Baldwin Avenue, Suite 1, Sharon, PA 16146-2511, voice: (724) 346-0459; fax: (724) 342-1808; e-mail: [barksdalehall@gmail.com](mailto:barksdalehall@gmail.com)

**Dear BCALA members:**

It is time to volunteer for the BCALA Booth(s) at the Annual Conference in Washington, D.C. Would you be willing to help this year? We really need you! If you are able to spend an hour or two meeting people and answering questions, then please let us know by e-mail what days and times work best for you. From past experiences, it's a lot of fun!

BCALA booths hours are:

- Saturday, June 23 9 a.m. - 5 p.m.
- Sunday, June 24 9 a.m. - 5 p.m.
- Monday, June 25 9 a.m. - 5 p.m.
- Tuesday, June 26 9 a.m. - 3 p.m.

It's easy work at the BCALA Booth(s). The BCALA Membership Committee will have the booth ready with membership brochures, announcement flyers, BCALA publications, BCALA ribbons and other great stuff. Training will also be provided on membership dues collection. If you have some time to give, please look at the attached spreadsheet, which shows the times that are open.

Please contact Gladys Smiley Bell at [gladys.bell@hamptonu.edu](mailto:gladys.bell@hamptonu.edu). Please send a message with the times you are available and the schedule will be updated for you and say whether you are volunteering for the BCALA table or ALA Affiliate's Booth. If not specified, I will assign where the need is the greatest.

Thanks from the BCALA Membership Committee.

**Gladys Smiley Bell**

**6th NCAAL Hotel Registration**

Information about hotels for the 2007 NCAAL to be held in Ft. Worth, TX, August 2-5, can be found at: [www.bcala.org](http://www.bcala.org) Under the **2007 Conference Links'** heading, click on "Hotel Information & Reservation Details." There are rooms still available for arrivals on August 1 and August 2. So, if there are still rooms available at the Hilton, we are sure that there are rooms available at the other hotels listed on the BCALA website as well. So, please register for your hotel room(s) and for the Conference, if you have not done so, while at the BCALA website. See you in Ft. Worth!

[*Mentoring Guidelines:* CONTINUED from p. 9]

- Be candid regarding issues of differences
- Be open about work and maintain a professional behavior
- Find a common denominator to put each other at ease
- Articulate any fears about working with a person representing a significantly different perspective
- Maintain records of activities and growth
- Keep your supervisor informed
- Meet regularly, but be flexible

Submitted on behalf of the BCALA Recruitment and Professional Development Committee

**BCALA NEWSLETTER**

Roland Barksdale-Hall, Managing Editor  
939 Baldwin Ave., Suite 1  
Sharon, PA 16146  
e-mail: [barksdalehall@gmail.com](mailto:barksdalehall@gmail.com)  
Voice: (724) 346-0459  
Fax: (724) 342-1808

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