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Library Town Hall Spotlights Workplace Diversity Report
A new Librarywide mentoring program was announced during the meeting.

BY WENDI A. MALONEY
Librarian of Congress Carla Hayden hosted an all-staff town hall in the Coolidge Auditorium on May 26 to discuss a recently completed report on barriers to equal participation in employment opportunities at the Library.

Joining her onstage were Ryan Ramsey, the Library’s chief of staff; Joe Cappello, the Library’s chief human capital officer; and senior adviser for diversity Marcia Byrd, the report’s author.

“As we take on efforts to integrate diversity, equity and inclusion more deeply into the Library’s culture and practices, we are going to use data-driven decision-making to help us create a road map,” Hayden said. “The barrier analysis that we’re sharing today represents the beginning of our efforts to gather and analyze data that will help us ... chart a path for the future.”

A barrier analysis is a process, or study, designed to eliminate obstacles to free and open competition in the workplace, Byrd...
NOTICES

DONATED TIME

The following employees have satisfied eligibility requirements to receive leave donations from other staff members. Contact Amy MoAllister at amcallister@loc.gov.

Christopher Arellano
Lynette Brown
Michelle Dubert-Bellrichard

VISIT THE LIBRARY’S ALA EXHIBIT

June 25–27
Walter E. Washington Convention Center

The American Library Association (ALA) is hosting its annual conference at the Walter E. Washington Convention Center in Washington, D.C., in June. The Library is an exhibitor at the conference, and staff and interns are invited to register for exhibit–only passes to the conference.

A pass will allow its holder to visit with exhibitors in person on June 25 and 26 from 9 a.m. to 5 p.m. and on June 27 from 9 a.m. to 2 p.m. The pass is limited to the exhibit area; it is not a conference registration. Those who already have a one-day or full-conference registration are ineligible for the exhibit pass.

To register for a pass, Library staff members must use their Library email addresses and complete this form.

The deadline to register is June 15. The ALA will confirm registrations by email.

Questions? Send an email to signatureprograms@loc.gov.

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Kislak Family Donates Unique Collection of Tiny Globes

The largest can fit in the palm of your hand. The smallest, in the center of your palm.

BY NEELY TUCKER

Pocket globes, the colorful, world-in-miniature creations of 17th- to 19th-century cartographers, were never a serious venture. Charming trinkets, 3-inch art objects for a gentleman’s desk. A child’s toy. A bygone artifact of the age of exploration.

“They were the kind of thing you’d keep on your desk next to the inkwell and blotting paper,” John Hessler, curator of the Library’s Jay I. Kislak Collection, said.

He’s standing in a storage room of the Geography and Map Division, a large, clean space with horizontal filing cabinets for maps and prints. Set out on top of one of these is a collection of 74 pocket globes, given to the Library in May by Kislak’s family and the foundation he left behind. It was, to the best of the Library’s knowledge, one of the largest private collections in the world. It’s now part of the national library.

The dozens of tiny globes, crafted between 1740 and 1875 in Europe and the United States, are made of everything from ivory to papier-mâché. The largest can fit in the palm of your hand. The smallest, in the center of your palm. There are some on stands and others in plush round boxes. Some feature a tiny globe covered in vellum, with continents and countries painted in delicate colors. The exteriors of their encasing boxes are made of shark skin. Open other boxes and you’ll find the interior — curved, to accommodate the globe — painted with constellations, as if the night sky were a sphere of its own. Some turn on tiny spindles; others are fixed in place.

The acquisition brings the total number of pocket globes in the Library’s collections to nearly 100, an extraordinary size, as Kislak was a prodigious collector. His donated collection at the Library of Mesoamerican art, artifacts, rare books and manuscripts — more than 3,000 in all — dates from around 2000 B.C. to the 21st century.

The pocket globes are a British creation, believed to be first made by mathematician and printer Joseph Moxon in 1673, according to the Whipple Museum of the History of Science, part of the University of Cambridge in the U.K. While globes are believed to date back 2,000 years to the Greeks, the oldest surviving one (the Erdapfel, or “Earth Apple”) was made in Germany in 1491 or 1492. Famously, it did not include the Americas. Moxon started making his miniature globes, about 3 inches in diameter, more than 150 years later, when the curvature of the Earth and its land masses were much better understood. The little globes reached their peak popularity in the late 18th century. They were not serious scientific objects but artistic ones, with the continents and countries outlined in different colors, complete with place names, tiny paintings of fanciful animals or zodiac signs in the ones with constellations in their shells.

Finer ones, made of ivory, were likely “status symbols for wealthy gentlemen,” the museum notes, a desktop ornamentation in a proper library that would have shown a taste for fine art in the sciences. Simpler models were toys for children, perhaps to show how the globe spun.

Today, anyone can buy a tiny globe, made of rubber or plastic, things that only cost a few cents to make, the geographic world a known entity. This collection of pocket globes is a reminder of an earlier time (not all that long ago) when the complete planet was something bold and original to consider; something that was a marvel to be able to hold in the palm of one’s hand.
Federal Librarianship Awards Announced

The Federal Library and Information Network has announced winners of its national awards for federal librarianship for fiscal 2021. The awards recognize innovative ways federal libraries and librarians fulfill information demands.

**Large Federal Library**

NASA’s Goddard Information and Collaboration Center in Greenbelt, Maryland, is recognized for its innovative services during the pandemic. The center worked with agency scientists on bibliographic data capture and data visualization and with the agency’s chief knowledge officer on development of the Goddard Knowledge Exchange database. In addition, the center conducted research for senior agency personnel and supported an audit of Goddard authors. As part of a NASA knowledge exchange program, the center mapped the policies of the integrated library system to enhance the center’s online public access catalog.

**Small Federal Library**

The Andrew W. Breidenbach Environmental Research Center Library in Cincinnati is recognized for its role as a lead service center library for the Environmental Protection Agency’s (EPA) library network. The library implemented radio frequency identification reader scanning for its collection of 48,000 items in fiscal 2021, increasing the efficiency of the library’s annual inventory by 93% and saving the EPA over $100,000 a year. This accomplishment allowed the EPA to manage a new repository without increasing staff.

The library also began managing the EPA’s Library Network Dark Archive, designed to preserve the EPA’s publication and scientific history. This collection effectively doubles the library’s collection size and makes it the largest EPA network library.

**Librarian of the Year**

Emily Shohfi, a clinical librarian at the Darnall Medical Library at Walter Reed National Military Medical Center in Bethesda, Maryland, is recognized as federal librarian of the year.

Shohfi trained over 400 physician trainees and 1,000 medical staff in fiscal 2021. In addition, she conducted 275 interactive educational sessions to improve use of library resources, search strategies and appraisal of literature, empowering trainees to care for approximately 360,000 patients with the best available medical evidence.

Shohfi also served on three hospital-level committees to address library impact, diversity and inclusion, and a military-critical committee focused on combat trauma research.

Beyond her educational role, she responded to over 700 questions about patient care and conducted more than 300 searches tied to research efforts and related matters.

**Technician of the Year**

Reginald A. Stewart, a library programmer and environmental officer at the U.S. Army Garrison Wiesbaden library in Germany, designed and supported library initiatives to meet the needs of the library’s community and cater to the unique developmental stages of children. He also managed the library’s budget and facilities and leveraged the latest library science technology and programming to increase library participation and improve the quality of life and well-being of community members.

In addition, Stewart collaborated with the Environmental Office in fiscal 2021 to reduce the ecological footprint of the garrison’s Directorate of Family Morale Welfare and Recreation unit, resulting in all 18 of the program’s front doors becoming Green Boot certified for environmental friendliness.

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**CALENDAR**

**09 THURSDAY**

**Lecture:** Music professor Steve Swayne will discuss his use of Library archives to study the lives and music of American composers, including Stephen Sondheim and David Diamond. 4 p.m., LJ 119. Contact: clmo@loc.gov.

**Webinar:** This month’s orientation to legal research will focus on U.S. federal statutes. 7 p.m., online. Contact: kgoles@loc.gov.

**Live at the Library:** Journalist James Kirchick will speak about his new book, “Secret City: The Hidden History of Gay Washington,” in honor of Pride Month. 7 p.m., Coolidge Auditorium. Tickets required. Contact: 7-8000.

**OIG WOULD LIKE TO KNOW**

Report suspected illegal activities, waste, fraud, abuse and mismanagement in Library of Congress administration and operations to the Office of the Inspector General (OIG). A link to all Library regulations is available on the *staff intranet*.

To make a report, contact OIG via the online form [here](https://www.loc.gov/), or report by mail to the following address:

Office of the Inspector General (OIG),

101 Independence Ave., S.E., LM 630,

Lesley Anderson

Lesley Anderson is a 2021–22 Albert Einstein Distinguished Educator in the Professional Learning and Outreach Initiatives office of the Center for Learning, Literacy and Engagement. The fellowship program appoints accomplished K-12 teachers of science, technology, engineering and mathematics – the so-called STEM fields – to collaborate with federal agencies and congressional offices to advance STEM education across the country.

Anderson teaches high school chemistry, biology, environmental science and math in San Diego. This spring, she completed a Ph.D. in K-12 science and mathematics educational leadership at San Diego State University.

As a STEM teacher, what resources at the Library have captivated you?

I cannot believe how many STEM resources exist at the Library! Beyond the obvious collections, such as the Wright brothers or the Alexander Graham Bell papers, there are many artifacts that can be used in a STEM classroom. I particularly loved working on a free-to-use photo set of natural disasters to be featured on the Library’s homepage this summer. I also enjoyed compiling a related primary source set for teachers that will appear on the Library’s site for teachers.

I found so many interesting interdisciplinary connections that enable students to consider not only the scientific explanation for the cause of a disaster, but also the response to it and potential future mitigation.

How has the pandemic affected your fellowship?

The first half of my fellowship was all remote, which made it challenging to learn about how the Library is structured and how all of the departments work together. In the past two months, however, I’ve had the privilege of coming into the office twice a week, and I’m learning even more about the Library in different ways. It’s almost like having a second fellowship.

You’ve worked with federal agencies previously doing hands-on science. Tell us about that.

I started my first teacher-research experience with NASA at the Jet Propulsion Laboratory in Pasadena, California, looking at photocopies of old records of Arctic expeditions to compile an archive of historical sea ice thickness measurements.

Then, I further fueled my enthusiasm for polar science with a PolarTREC expedition to the South Pole in 2017, retracing the steps of polar explorers who risked everything to be the first to study the Arctic and Antarctic.

How are you sharing the resources you’ve discovered?

I’ve enjoyed writing blog posts, publishing articles, hosting webinars and presenting at conferences to share the word about how to use primary sources in STEM classrooms. My posts are searchable on the Library’s blog for teachers, and my webinars will be available on the Library’s website in coming months.

What do you want STEM educators to know about the Library?

I hope that STEM educators can see the Library as I now do – the site of a rich collection of STEM resources, including curated primary sources that are ready to be used in K-12 classrooms. Primary sources can provide new access points to phenomena that may engage students who are typically uninterested in STEM topics. Additionally, primary source analysis can be a tool to enable students to think critically about a resource and incorporate science and engineering practices into their interdisciplinary learning.
explained. It does so by identifying the causes of barriers so agencies can take action.

“We’re not just analyzing the information,” Byrd said. “We are taking action on the information to remedy policies, procedures and practices that lead to the disparities.”

She was appointed to conduct an analysis at the Library following several years of research by the Diversity and Inclusion Working Group, whose members asked the Librarian’s Office to secure input from an expert consultant. Byrd worked with the Library’s Office of Equal Employment Opportunity and Diversity Programs, the Human Capital Directorate (HCD) and the Office of the General Counsel to prepare the report.

She started with a deep dive into demographics at the Library, analyzing how they compare to those of the national civilian labor force (NCLF) and assessing whether all groups within the agency (identified by race, ethnicity, gender and disability status) can reach the highest levels of leadership, defined as grades GS-13 and above.

“When groups either do not reflect the national civilian labor force or are not reaching the highest level of Library leadership, we dig deeper to uncover why,” Byrd said.

Byrd examined information including federal workforce statistics; Library policies; career development opportunities; data on hiring, promotion, discipline and separation; and staff surveys, including the Federal Employees Viewpoint Survey (FEVS) and surveys of past and present Library employees who participated in development programs.

From the data, Byrd identified potential “triggers,” or red flags, suggesting possible barriers. In some cases, she said, fairly obvious reasons exist for a barrier; for others, the Library is developing action plans to reduce or eliminate them. Once the plans have time to take effect – some potentially requiring several years – the Library will assess their success.

“It’s clear we are doing a good job in some areas, and we have work to do in others,” Byrd said of the barrier analysis.

The area in which the Library has the most work to do relates to recruiting and retaining Hispanic employees.

“This is perhaps ours and the rest of the federal government’s biggest challenge,” Byrd said.

A marked disparity existed between the Library’s workforce and the NCLF in terms of Hispanic employees in 2010, and the disparity grew over the past decade, Byrd said.

Hispanic men are now represented at 17% of the NCLF, while women are represented at 21%.

On a more positive note, the Library’s Hispanic staff members reported high satisfaction with their employment in the most recent FEVS study. Byrd said this finding suggests the primary problem lies in recruitment and hiring, which calls for targeted action in that area.

Staff members with disabilities fell on the opposite end of the spectrum from Hispanic employees in terms of job satisfaction. “This group is either the least satisfied, or close to the least satisfied,” Byrd said.

She said the Library recently started working with focus groups of staff members with disabilities. “I’m looking forward to talking to many more employees to get their ideas and recommendations,” she said.

Barrier analysis findings for other groups showed a more mixed picture. Women at the Library exceeded NCLF rates by 17% in fiscal 2020 and 11% in fiscal 2021.

This disparity is one area that has an apparent explanation, Byrd said. The Library’s two most highly occupied positions – librarians and library technicians – are fields dominated by women.

Despite their overall numerical superiority, however, women are underrepresented in GS-14 and -15 level jobs at the Library and, to a lesser extent, at SL levels.

The representation of men at the Library was 15.7% below NCLF rates in fiscal 2020; in fiscal 2021, that disparity dropped to 12%. Compared to women, men are more likely to face disciplinary action, and they leave the Library at higher rates.

In other findings, Black employees and employees of Asian heritage, both women and men, exceed NCLF percentages. At the same time, Black men and women are underrepresented in grades GS-13 to SL-00.

In addition, the Library has fewer Alaska Native, American Indian, Native Hawaiian and other Pacific Islander employees and employees identifying as two or more races compared to the NCLF.

One solution promises to address many of these challenges, Byrd said: more development opportunities.

At the start of the meeting, Cappello announced a new 12-month agencywide mentoring program to begin in fiscal 2023. Cohorts of mentors and mentees will cover every category of Library employee, from grades GS-2 and WG-2 through the senior executive level.

“We recognize that a talented workforce already exists among Library ranks, and our goal is to nurture and train and develop you so that you have the skills and opportunities to reach the next level of your career here at the Library,” Cappello said.

In addition to mentoring, other steps the Library is taking to improve diversity and inclusion include establishing a barrier analysis task force made up of senior Library leaders; updating the barrier analysis with 2020 census data; updating employee demographic information; and reaching out to employee groups.
with disabilities and those who identified as “other gender” in FEVS to participate in focus groups, and she hosted initial meetings last week. Like employees with disabilities, those identifying as other gender expressed lower-than-average job satisfaction.

Roswell Encina, the Library’s chief communications officer, moderated an extended question-and-answer session that followed presentation of the barrier analysis. Besides staff members in the Coolidge Auditorium, nearly 900 participated by Zoom, and everyone could submit questions.

Some highlights include:

**Question:** How does the diversity of individuals on the barrier analysis task force compare to Library demographics?

**Answer:** Task force members were selected according to their positions and ability to enact solutions, not by race or gender. The task force’s composition, Hayden added, reflects the need for “more diversity in the leadership ranks.”

**Question:** How was the category of Asian defined in the barrier analysis?

**Answer:** The analysis drew on categories defined by the Equal Employment Opportunity Commission that are used throughout the government, including in census data.

**Question:** How does the percentage of African Americans at the Library compare to the Washington, D.C., metropolitan civilian labor force, not just the NCLF?

**Answer:** The population of Black individuals in the local civilian labor force is greater than in the national civilian labor force, Byrd said, which to some extent explains the apparent overrepresentation of African American employees when the NCLF is used as a benchmark.

**Question:** How do efforts connected to the barrier analysis tie into the initiative to revamp the Library’s hiring process?

**Answer:** The Library has been working toward modernizing its hiring practices over the past year and a half, and the barrier analysis is informing the effort in several ways, Cappello said. He cited a likely move away from requiring narrative responses to application questions.

**Question:** What are Library’s plans to recruit individuals with disabilities?

**Answer:** The Library intends to increase use of the federal Selective Placement Program, which supports hiring and accommodation of individuals with disabilities, Cappello said. The barrier analysis report also recommended increased use of the program.

“I’m very heartened by the fact that we are doing this,” Hayden said toward the end of the meeting. “Feed us more questions, feed us more things to consider. ... I just really appreciate you taking this seriously.”

The questions and answers from the meeting, both those that were presented and many others that time did not allow for, will be compiled and disseminated to the staff.

Additional questions can be submitted by email to staffquestions@loc.gov.

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**RARE EARLY ATLASES DISPLAYED**

Early Ptolemaic atlases were on view in the Rosenwald Room on May 20 in conjunction with the Washington Map Society’s annual meeting. The Library has all but one of the Ptolemaic atlases printed between 1472 and 1600. Watch a companion lecture here by John Hessler of the Geography and Map Division.

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