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The Newsletter is the official publication of the IFLA Section on Library Services to Multicultural Populations. The Newsletter is made available to all Section members as a benefit of membership.

Articles for publication and/or requests for information should be sent to Jane Pyper at jpyper@torontopubliclibrary.ca

EDITOR: Jane Pyper
DESIGN & PRODUCTION:
Diana Mohammed



Chair's Column

Kirsten Leth Nielsen

From Oslo 2005 to Durban 2007. The Section submitted the resolution "Cultural and Linguistic Diversity: Strengthening IFLA's Position" at IFLA World Library and Information Congress in Oslo in 2005. The resolution was a result of the successful Satellite meeting in Stockholm prior to the Oslo Congress. In the resolution we suggested that IFLA should create and adopt a manifesto which emphasizes the important role of libraries in a culturally and linguistically diverse society. Secondly, IFLA should ensure the implementation of the manifesto throughout the entire IFLA organization and present it to UNESCO for approval. The Section also stated that the ideas of the manifesto should be incorporated into all the strategic plans and guidelines of IFLA and all of its sections and divisions. We also urged Sections and Divisions to develop stronger networks and partnerships and demonstrate these partnerships through joint conference programs, publications and activities on cultural and linguistic diversity.

It is appropriate, one and a half years later to ask: Where are we today? Have we achieved any of our goals? I will answer yes to these questions. First of all – after working hard - we have succeeded in our first goal: to submit "The Multicultural Library Manifesto" and get it approved by IFLA Governing Board. The manifesto was adopted at the IFLA World Library and Information Congress in Seoul. We still work for an approval from UNESCO and hopefully the Manifesto will be a UNESCO/IFLA Manifesto after UNESCO General

Conference in October 2007. Secondly, IFLA Strategic Plan for 2006-2009 addresses multicultural issues in several paragraphs. This is a beginning, and we will continue to work for implementation in all the strategic plans of IFLA.

We have also succeeded in involving other IFLA Sections in our activities. The level of cooperation with other Sections is much higher than earlier and much more successful. For Durban, Division III has arranged a whole day session "Social inclusion – how can libraries serving the general public embrace the challenge of reaching out to serve all people in their community?" and several of the lectures address multicultural issues. We have arranged a joint session with the Children and Young Adults Section on the theme "Multilingual library services to multilingual families" and in cooperation with the Government Library Section in a session entitled "Government Libraries: Approaches to multilingual collections and services". Finally, we have a fantastic local conference committee planning the Pretoria pre-conference "Innovative multicultural library services for all, with special reference to literacy, learning and linguistic diversity" in cooperation with the Children and Young Adults Section and Reading Section. My conclusion is that we can be proud of the work we have done – the committee is efficient and professional in its work and does a fantastic job!

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Conference Announcement & Call for Papers: The IFLA Sections' Satellite Conference Working Group

By: Ann-Katrin Ursberg

The Multicultural Library: Innovative services for all, with special reference to literacy, learning and linguistic diversity is taking place on 15-17 August, 2007 in Pretoria, South Africa

This event is arranged as a satellite conference to the 73rd IFLA General Library and Information Congress in Durban, South Africa. It is arranged by the IFLA Section on Library Services to Multicultural Populations, in cooperation with the Reading Section and Libraries for Children and Young Adults Section

Dear Colleagues, Librarians, Information specialists and Researchers: We have the great pleasure to invite you to attend this conference sharing the interest in and commitment to multicultural issues within the library and information science field.

To create innovative services in the field of libraries and multiculturalism may include a lot of specific measures and different perspectives, for sure. During this conference we will focus especially on issues connected to literacy, learning & linguistic diversity. And we plan to do it on South African soil, in a society that has seen so much struggling for every person's right of access to knowledge, information - and inclusion.

The highlight on multicultural issues may be of great interest for you and your organization /institution – and certainly to anybody that is involved in library and information working assignments in a multicultural environment - and honestly, in our times - who isn't??

Take this opportunity to share your experiences within the field with other professionals. For more information, check the conference website (address below). Registration for participants has already appeared. For additional information please look for updates at the homepage. Hope to see you at the conference!

Help us to disseminate this letter as widely as possible by forwarding it to professionals within your network that might be interested--

More info at: <https://lib.tut.ac.za/ifla>
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Section on Library Services to Multicultural Populations plans biggest satellite conference ever

By: Adriaan Swanepoel
Chair: Satellite Conference Organizing Committee
On behalf of the Section on Library Services to Multicultural Populations

Following successful conferences in Boston, Dublin, Utrecht and Stockholm, IFLA's Section on Library Services to Multicultural Populations will hold its conference in Pretoria, South Africa from 15 – 17 August 2007. What will make this year's conference even bigger and more exciting than before is that it will be presented in cooperation with IFLA's Reading Section and the

Libraries for Children and Young Adults Section. The theme of the conference is: "Innovative multicultural library services for all, with special reference to literacy, learning and linguistic diversity". The programme will include topics such as innovative reading programmes, storytelling, new strategies and services for life long learning, oral traditions and fostering linguistic diversity. However, the focus will be on innovation and development and it is expected that the conference will make a definite contribution to stimulate innovation and creativity insofar as it concerns library services to multicultural populations in Africa and globally.



The conference venue is the luxurious Centurion Lake Hotel on the outskirts of Pretoria and can host more than 200 delegates. Apart from having the privilege to listen to and share knowledge with distinguished speakers from developed and underdeveloped countries delegates will have the opportunity to visit a variety of libraries in and around Pretoria, including a

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informal township. Naturally the conference will also have a strong flavour of African hospitality, cuisine and culture, and time to “shop till you drop.”

For more information please consult the conference website at: <https://lib.tut.ac.za/ifla> ☞

Thoughts and Tips for Organizing an IFLA Satellite Conference

By: Ann-Katrin Ursberg

After hosting of a Satellite Conference in Stockholm in 2005, I was asked by the Section to make some comments on the actual planning process, trying to summarize my experience as chair of the conference organizing committee in Sweden. I have chosen to highlight some random thoughts from different parts of the process, hoping that it might give some new perspectives and ideas on the planning procedure for carrying out a conference. On writing this text I was given some assistance from SC member Lourina de Voogd, who has previous experience in hosting an IFLA satellite conference in Utrecht, the Netherlands.

1 Organizational Matters

1:1 A Local Organization Committee (LOC) should exist from about two years in advance of the start of the conference, since there are many issues to be considered even at such an early stage of the process. Furthermore, as changes of assignment regarding one or several of the

engaged staff can occur and as it is a big task to introduce newcomers in the middle of the process, it would be preferable if all members of such a working group have a personal deputy and also the responsibility for the updating of information to this person - all from any point in the planning process.

1:2 An organization committee “walking in step” during the whole planning period makes the work more effective. Having many persons involved in the group (we had up to eight people towards the end) might lead to some lack of clarity regarding the distribution of responsibilities, as several of the members may favour specializing on certain tasks. At least one person besides the chair of the LOC may have a function as coordinator, taking care of all particulars turning up along the way, and striving to adapt them into the planning process. This person can act under the name of Conference Secretary or something else. The important thing is to provide yourselves with a spider in the net.

1:3 Having many persons involved in the LOC will allow them to carry out the task beside their ordinary work. Fewer (4-5) people makes the process easier to handle, but at the same time it makes it necessary for at least one person in the group to devote him-/herself to the organizing work for some 10-20 hours a week, at least during the last few months/weeks.

1:4 A strong administrative support is essential for carrying through the project, preferably coming from an institution/organization with experience in conference planning.

Relevant staff may be found with potential institutional collaborators like a national library association, a university or a large public library.

1:5 Fundraising takes a lot of time, and it is a primary task for the newly established committee. Moreover, down the line the process may offer some surprises. Not having a written agreement on responsibilities for both parties in the introductory phase can result in having to watch a partner abandon their original intentions. Commonly it is a drawn-out process to submit different applications and wait for the decisions, due to the need for institutions and organizations to plan for their budget with substantial time margins.

1:6 My committee was quite unlucky (and somewhat naive) as we didn’t draw up a proper contract (only a written note on the rental period) with our first conference venue proprietor. A few months before the conference he withdrew from the “contract”, justifying this with his decision to renovate the property during the summer period. Having to change the location affected the conference concept in several different ways, and caused a lot of extra work close to the start of the event.

1:7 It should be noted that the organization of a satellite conference is a project that requires that the books be kept

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open until several weeks (or months) after the event. There are bills to pay, debts to take in, final accounts to make, reports to write (for example to the sponsors), updating of the webpage to carry out etc.

2 Web Design and Technical Matters

2:1 There is a need for support from a good web designer in an early stage (if that competence is not available within the LOC). Be sure that the intended designer can give priority to regular updates. Long term planning of the contents of the home page is essential, as many bits and pieces of the project must be available in every stage of the organizational schedule, and information must be added or changed smoothly from one period to another.

2:2 In fact the importance of the conference website can not be emphasized enough. Early in the process it is the best (fastest and most flexible) way to distribute basic information about the existence of the conference, to promote the call for papers and to show readiness to answer upcoming questions. Later there is the promotion of the conference contents in shape of a complete programme, presentation of the speakers etc. The site also offers the ultimate opportunity to handle practical matters like hotel booking, and it gives a brilliant possibility to market the highlights of the conference city: historical briefings, sightseeing spots, city maps, transport facilities, general tourist support etc.

2:3 Considering the above notion of the web site as a powerful instrument for promotion, it should be taken into account that the site can easily be submitted to new users (potential conference participants) all over the world, and that it can be done over and over again! This makes marketing measures a different (and much easier) issue nowadays. The matter is mostly about remembering to use all available sources for redistribution, such as the members of the own Standing Committee and other IFLA bodies, or national library associations and publications within the LIS area. Of course the competition of the souls is much harder these days. And we can't afford to keep from trying (!)

2:4 Technical support during the conference is recommended, and it should be carried out by a person that is present all the time, sitting and watching in direct connection with the speakers, as a technical problem can arise in five seconds. The same person should be the one that has made the preliminary preparations for the conference in advance, preferably not later than the night before. When speakers arrive in the beginning of each conference day the technical support person is due to assist them with computer installation of their files, etc. Even if the speakers have sent in their Power Point files in advance, it is a good safeguard to ask that they bring the file back-up format as well.

3 Participants

3:1 Take a close look at the conditions concerning attendance - and match them with the size of your locality. If you have plenty of space in proportion to the expected number

of attendants, you may as well make participation a little bit cheaper for certain target groups, thus making it possible for them to register. Try to consider the situation carefully and balance all factors involved, that might have an influence on the registration to the conference. For example there can be a conflict in trying to have as many attendants as possible (i.e. getting more income) and at the same time stimulate target groups that normally would not have considered participating, to do so. Geographical closeness is of course such an important factor, making it cheaper and easier to attend. In the case of Stockholm we chose in the end to have a low registration fee for professionals in the nearby region, who wanted to participate in only one of the conference days. There may also be a number of functionaries who are allowed free attendance.

3:2 If possible use a conference organization that has access to card payments via the web. As there is a considerable cost to register with such access, it is tempting to try to manage with conventional bank account transfers. Some participants may get into trouble with the transfer of money, either with unreasonably high fees, or with long delivery time. To streamline the payment procedures it is essential to publish detailed bank transfer information (as IBAN numbers etc) on the conference website.

4 Planning and Economy

4:1 A time table for the whole planning process is of course of great importance. Some parts of it can be made in greater details, i.e. marketing measures that take place in different “waves” throughout the process - or the contact with speakers, which can be compared with milestones, all the way from Call for Papers to the realization of the conference. That kind of planning gives a stability to the project and - especially during periods when the members of the committee had to work in spurts, due to demands from their ordinary jobs - the detailed time table secures some continuity in the ongoing process.

4:2 Try to make some kind of time schedule for the marketing issues and update it continuously. Balancing the marketing steps between the different potential target groups - international, regional, national and local ones - will remain a challenge throughout the process. You can do as much as ever within this field - and it may also become expensive - but may still have difficulty afterwards to evaluate your tasks. Even if it seems difficult to determine what measures led to a failure or to a success, the best experience is most likely to have the resulting feeling that you did you best on marketing and that - no matter how - it was sufficient...

4:3 Finally, it should be noted that the level of ambition for an IFLA satellite conference can be



varied due to local circumstances. Perhaps a shorter arrangement (1-2 days instead of 3) is an alternative in accordance with the amount of resources for the event. There might be a risk that some potential attendants (from far away) won't turn up, at the same time, you may gain others (from the nearby regions). The conference localities available are very important for the cost effectiveness of the project. The possibility of getting a place for free must not be neglected, i.e. a university, Town Hall or the like. To decrease the conference costs, the food offered might be sponsored from different supporters of the conference, social events can produce extra revenue from the participants etc. One's imagination must be used in order to be creative in making necessary cuts in any conference budget.

Sweden, January 2007 ☘



SC members eating lunch in Ljubljana

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Diversity Recruitment Best Practices – Summary of Findings & Draft Strategies for International Recruitment of a Culturally Diverse Library Workforce

IFLA Section on Library Services to Multicultural Populations
Standing Committee Meeting – March 2-3, 2006; Girona, Spain

Submitted by: Clara M. Chu

This report was prepared in order to address:

Action 3.2 Promote the development of library recruitment policies which reflect the linguistic, ethnic, and cultural diversities in society by examining best practice in the *IFLA Section on Library Services to Multicultural Populations Strategic Plan 2005-2007*.

The summary below is the result of a literature review for research I am conducting on diversity recruitment in library and information science (LIS). The draft strategies I am proposing evolve from this review and my own experiences, and I consider applicable internationally.

Summary and Draft Strategies for International Recruitment of a Culturally Diverse Library Workforce

The diversity recruitment efforts in the United States indicate that much work is still needed for the profession to have a truly representative culturally diverse workforce. A review of the annual *ALISE Library and Information Science Education Statistical Report* shows some gains but as noted by Adkins and Espinal (2004), there also have been some fluctuations in recent years that have shown a decline. Although similar data do not exist internationally, my

observations at international conferences, participation at IFLA and international library visits in Europe, Asia, North America and South American show that at the international level, librarians tend to be members of the national culture and efforts to recruit ethnic minority librarians are limited or non-existent.

Why recruit ethnic minority librarians (or librarians of color)? It is true that the provision of multicultural library services should be the responsibility of all library staff and library educators, however, ethnic minority librarians can enhance library and information services, and correspondently, ethnic minority library educators can enrich library education. They contribute as role models, introduce diversity to library practices, may already know a minority language, may have first-hand experience or be more familiar with the information needs and information seeking behavior of their own communities as well as have easier access to ethnic communities. The U.S. experiences can be used to guide the recruitment efforts of a culturally and linguistically diverse workforce in other parts of the world. Not all programs and efforts will be applicable internationally as there are variations in national education and professional job requirements. However, the overriding issues and recommended strategies may be applied broadly.

The literature and my experiences in diversity recruitment reveal approaches that have been effective in recruiting ethnic minority librarians. Based on my examination of best practices, I propose the following strategies for the effective international recruitment of ethnic minority librarians:

1. offer scholarships and other financial assistance (e.g., loans, jobs, etc.)
2. make available information (one-to-one, workshop, advertising, print, digital, etc.) about the

- profession: positions, salaries, work environments, education, skills
3. make available information about the education requirements and programs of study
4. personal recruitment; if possible involve a librarian of color and faculty of color
5. highlight the relevance of their cultural background and linguistic knowledge to librarianship and opportunity to give back to community
6. recognize their family and friends network as a support system and engage them in the recruitment process
7. offer to mentor, starting with information about the profession and assistance in the application process to a library education program
8. facilitate visits to library work sites and library education programs
9. recruit early, starting with school age children
10. collaboratively recruit with academic/career counsellors in K-12 and undergraduate education, and more particularly, with ethnic studies counsellors
11. recruit by offering library assistant jobs or volunteer/internship opportunities to familiarize potential librarians with library work
12. flexibility in admissions criteria: in addition to academic performance, take into consideration community experience, language skills and library experience
13. create an inclusive library education environment, including admit a cohort that allows the creation of a support system, ethnic

minority faculty, multicultural curriculum, flexible course schedule, flexible course delivery, internships, research and job opportunities, free access to technology, study space, academic and career advising, mentoring and tutoring.

As stated earlier, the provision of library services to culturally and linguistically diverse communities needs to be the responsibility of all library personnel. Thus, we all need to be trained and committed which require the implementation of the following:

- multicultural library education curriculum
- multicultural library research
- cultural diversity library committees, policies and action plans

As well, it should be noted that recruitment only addresses the beginning of one's professional path, thus recruitment will not really have been successful without taking into account retention, placement and promotion.

National library associations need to be encouraged to develop and coordinate a "Diverse Library Workforce" recruitment campaign that encourages each librarian to recruit and mentor a potential librarian of culturally and linguistically diverse background and to provide the resources to effectively carry out the campaign. In summary, it is vital for the strength of the library profession internationally to have a diverse library workforce locally and for our Section to address Action 3.2 of our current strategic plan. ☞

The first seminar on multicultural library issues in Germany

Submitted by: Volker Pirsich, new member of the Standing Committee

The first seminar on multicultural library issues in Germany will be held in Berlin on April, 25th, 2007.

Speakers from Austria, Denmark, the Netherlands, Switzerland and, of course, Germany, will focus upon international standards (related to IFLA publications), national developments and the German way to establish services as a modular system of small steps developed in different (municipal) libraries.

The agenda of the seminar can be found under the url http://www.fu-berlin.de/weiterbildung/weiterbildungsprogramm/pdf/Bib-PDF/Interkulturelle_Bibliotheksarbeit.pdf.

The official language of the seminar is German (except for foreign speakers); unfortunately, translations cannot be provided.

Dr. Volker Pirsich
Stadtbüchereien Hamm, Städt. Bibl. Dir.
stv. Fachbereichsleiter Kultur
Vorsitzender DBV-Expertengruppe
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Social inclusion – how can libraries serving the general public embrace the challenge of reaching out to serve all people in their community?

By: Kirsten Leth Nielsen

The title above is the headline of the whole day program arranged by Division III. We had 42 calls for papers to choose from, but the final program will not be ready before the Newsletter is distributed. However, the day will be divided into three sections with the following headlines: "Democracy and

social inclusion", "Bridging the information gap – digital inclusion" and "Libraries for all people?" The president of IFLA Alex Byrne will open the session at 8.30 and the finale session finish at 18.00 hours.

We urge all members and readers of the Newsletter to consult the program on IFLANET for further information in due time before the Conference.

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Multilingual Library services to Multilingual Families

By: Susy Tastesen, Secretary

Multicultural Section and Children and Young Adult Section have a 2-hours session in Durban – probably Tuesday afternoon.

We have a keynote speaker and 3 "best-practice":

Keynote speaker will be Dr. Kathleen Heugh, Human Sciences Research Council. Education, Science and Skills Development, Cape Town, South Africa:

Reading for cognitive development and successful learning: the importance of the mother tongue/s

The recent research, particularly in sub-Saharan Africa, amongst children in multilingual settings, offers significant evidence of the necessity of strong and sustained reading opportunities in the mother tongue/s of languages best known by young children. This paper will begin with the current evidence-based research on 'learning to read' and 'reading to learn' in multilingual African countries and will draw attention

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to the implications these findings may have for young children in other parts of the world.

Best practice:

Kirsten Leth Nielsen, head of Multilingual Library, Oslo Public Library, Norway:

Loads of books in the mother tongue make the child a happy one!
Babelbarn - a library project on books and services to dual language families. Experiences and results.

Florence Mdluli, Librarian, Alexandra 3rd Avenue Children's library, Johannesburg, South Africa: Rendering a children's library services in a multicultural – multilingual community

Yokohama Kazuko Yoda, Japanese Library Association, Tokyo, Japan: Multilingual Library Services in Japan – A role of the International Library of Children's Literature and the collaboration with public libraries, schools and other organizations.

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Successful partnership in multicultural library services: Asian Communities

By Yasuko Hirata

The IFLA Section on Library Services to Multicultural Population's Program at the IFLA Annual Conference in Seoul, Korea was held on August 23, 2006.

"Successful partnership in multicultural library services: Asian Communities" was coordinated by section members Yasuko Hirata, Mijin Kim, Lourina K. de Voogd, and Robert Pestell. The subtitle means multicultural communities in Asia and Asian communities in other countries. There have been few

speakers from Asia in our session. We thought this was a good opportunity to have speakers from Asia and attract Asian audiences to our section's program.

The program provided simultaneous interpretation in six languages which was the first time in our session as far as we knew. Since the auditorium seemed too big, we were a little worried about how many people could come. It was reported later that there were about 120 people in the audience in total.

The session was opened with Mijin Kim in the chair. The first speaker was Mr. Soe Win Shein, editor in chief of the monthly bulletin "*Moe Thauk Kye*" and one of the staff of the library named "Moe Thauk Kye". He came from Burma to Japan in 1996. With like-minded friends, he established a library in 2000, the first library for fellow Burmese living and working in and around Tokyo. The collection of their library has been increased to 5,000 volumes, which occupy an entire room in a small apartment.

Mr. Soe Win Shein's presentation, "*Moe Thauk Kye*," the first Burmese Library in Japan dealt with their library activities voluntarily operated by Burmese living in Tokyo. In partnership with Burmese writers living outside Burma, NGOs and groups in Japan which support them, the library provides services including lending books, offering cultural events, assisting Burmese in need, and so on. They also have published books written by well known authors and journalists in cooperation with other Burmese libraries because those books were banned by the military regime in Burma.

Masatoshi Itoi, a former chief librarian of Oizumi Public Library presented "*Oizumi Public Library: Bridging Cultures in Partnership with Community Resources*". Oizumi is a small town located in Gunma prefecture, Japan. However, it is well known as the most culturally diverse communities in Japan, a traditionally homogeneous country. It

has the highest percentage (15.7%) of minorities in Japanese municipalities.

Oizumi became a lively and bustling industrial area in 1950's. There has been a shortage of workers in medium and small companies. After the Immigration Control Law was changed in 1990, Oizumi local government with manufacturers started to accept immigrants from South American countries, especially Brazil as guest workers. To help meet the needs of the minorities, local government employed some bilingual staff, distribute information in Portuguese, establish Japanese as second language classes for minority children, and so on. Oizumi Public Library also started not only providing materials for them, but also supporting them in partnership with the local government, Gunma Prefectural Library, Gunma University, leaders from minority groups, Portuguese schools, and individuals. The library in Oizumi is a meeting place of cultures.

The last speaker was Dr. Lynn Copeland, Dean of Library Services at Simon Fraser University (SFU), British Columbia, Canada. She presented "*Community, scholars, librarians: the Multicultural Canada Digitization Project*". Canada is a country of many nationalities. In the metropolitan area of Vancouver, where SFU is located, 25% of the population are Chinese, and 10% are South Asian. Access to immigrants' materials in Asian languages has not equaled that available for similar English and French materials. SFU Library, University of Calgary, the Sien Lok Society of Calgary, and the Multicultural History Society of Ontario (MHSO) are the founding members in a unique project bringing together community,

scholars and librarians to digitize and provide access to newspapers, photos, and papers relating to immigrants to Canada. Much of this material has until recently been ignored. With the Chinese community and MHSO providing content and the libraries providing technical support, they have demonstrated the potential for the success of such collaboration to provide access to important resources for the cultural communities and for scholars.

Our fourth speaker, Mr. Zhang Guirong, Inner Mongolia University Library in China was not able to attend. However his paper, "*Library Service in Minority Communities in China.*" is on IFLANET and Conference CD-ROM.

After the presentations we moved to the discussion period which was longer than we supposed. Thanks to one of our committee members who started asking questions, there were many questions coming from the floor. We could complete our session successfully.

Finally, I would like to add that Burmese people certified as refugees by Japanese government reentered Japan without problem. Thank you.

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The IFLA Section on Library Services to Multicultural Populations Presents: A Satellite Meeting in Vancouver, British Columbia, Canada, August 5-7, 2008

Multicultural to Intercultural: Libraries Connecting Communities

By: Mijin Kim

On your way to IFLA's 2008 Congress in Quebec City, stop in Vancouver to learn and share experiences on the changing multicultural and intercultural roles of libraries.

Vancouver is a dynamic, multicultural city set in a spectacular natural environment. Majestic mountains, sparkling ocean, rainforests and beautiful foliage make Vancouver one of the most beautiful cities in the world. Visitors to Vancouver can enjoy world class shopping, gourmet meals, outdoor adventure, stunning beaches, and spectacular sights and attractions. With quick and easy access to Whistler Resort, the Canadian Rockies, Victoria and Vancouver Island, it is also an excellent jumping-off point for other excursions in Western Canada.

Further details on this exciting Satellite Meeting can be found at www.bcla.bc.ca/ifla2008 and in upcoming editions of this newsletter.

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Special Announcement



The Section has the great pleasure to announce the decoration of Mrs. Souad HUBERT, with the "Ordre des Arts et des Lettres" (Order of Art and Literature), to the rank of "Chevalier" (Knight) by the French Ministry of Culture and Communication on February 13th, 2007.

The French Order distinguishes significant contributions to the arts,

literature or the promotion and propagation of these fields. During the decoration ceremony, Jean-Sébastien Dupuit, former director of the Ministry's Department for Books and Reading and current general inspector of the Ministry of Culture, handed over the award to Mrs. Hubert for her outstanding work at the International Relations department of the Bpi library (Bibliothèque publique d'information) in Paris.

Mrs. Hubert is a former chair of the Multicultural Section – congratulations Souad!

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