



Canadian Association of University Teachers
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Open Letter to Daniel Caron, Librarian and Archivist of Canada

Dear Dr. Caron:

We are troubled by Library and Archives Canada's response to our document -- "Campaign to Protect Library and Archives Canada – Backgrounder" and your choosing to post it on your web site rather than replying directly to us. That said, we feel it is useful to have this public exchange about LAC under your leadership so that Canadians can become aware of what is happening.

Credentials

We would like to begin by acknowledging our error – the claim that there are no archivists or librarians in senior management. We will rectify this mistake by sending a copy of this open letter to all who received our original "Backgrounder." We also apologize to your senior colleagues whose librarian or archivist credentials were not recognized.

Regarding the credentials of the Librarian and Archivist of Canada, it is worth noting that all former National Librarians and National Archivists were trained librarians, historians or recognized writers in the field of history or literature. Your background in human resource management is a marked departure from this tradition. Further, our sources indicate that the numbers of librarians and archivists in senior management positions at LAC have been significantly reduced. If this is incorrect, we would certainly appreciate specific evidence to the contrary. We focused on the backgrounds of senior managers at LAC as a symptom of the real problem: the specific practices and policies that LAC managers are putting into place.

Role of the LAC

In response to CAUT's concerns regarding the apparent changes to LAC's mandate, you contend that LAC's key role extends only to the management of legal deposit and the preservation of the federal government records.¹ This is an unnecessarily limited interpretation of the enabling legislation and, more importantly, one that goes against LAC's mandate as developed through past practice. At its inception in 2004, "the bringing together of the National Library of Canada and the National Archives of Canada" was announced to Canadians by Former National

¹ "Response to the Canadian Association of University Teacher's (CAUT)," Library and Archives Canada, May 31, 2011, <<http://www.collectionscanada.gc.ca/whats-new/013-522-e.html>>

Librarian, Roch Carrier, with the promise of “comprehensive collections, expertly organized, properly preserved and accessible to all.”² Similarly, in a speech made in May 2005, former Librarian and Archivist of Canada, Ian E Wilson, asserted “Our goal for LAC, stated in a few words, is to become a leading-edge knowledge institution... Our objectives are clear: to create a truly national institution to provide Canadians with access to *the whole of their documentary heritage*.”³ (emphasis added)

In 2009 and 2010, booksellers who had argued that “all Canadian content, not just selected works be collected” in order to ensure “a complete picture of Canada,” were told that “at one time this may have been the goal, but that now it is impossible to collect all Canadian works because of the rate at which they are being produced.”⁴ The rationale for this decision strikes us as spurious, given that the Library of Congress persists in its commitment to the comprehensive collections.⁵ Indeed, in the face of the rapid proliferation of material the Library of Congress states, “The collections must continue to be comprehensive in order to keep pace.”⁶

Furthermore, LAC is pushing ahead with changes to its mandate in spite of significant protest from user groups and stakeholders. Two former CHA presidents have voiced concern about these changes. In a letter to LAC, Mary Lynn Stewart wrote that “Canada’s full documentary must remain a priority for LAC.”⁷ Similarly, the CHA indicated that “the proposed shift in priorities is a serious violation of LAC’s legislated mandate. [LAC] cannot decide to pull back from responsibility for the largest and most important parts of the documentary heritage of Canada. Indeed, this would amount to a serious breach of its legislated responsibility to be ‘a source of enduring knowledge.’”⁸ In fact, minutes from LAC’s Stakeholder’s Forum of October 2010 state “There is widespread belief that a national library should be the most comprehensive library of its own country” and that “questions as to whether LAC is successfully playing its role as leader and advocate” persist⁹. While interpretation of LAC’s mandate may be within the purview of LAC’s management, the move away from a dedication to the preservation Canada’s full documentary heritage strikes us as an irresponsible move for a national library and archive, one that will have devastating implications for Canada’s present and future researchers.

Decline in LAC Services

In your response to our “Backgrounder,” you contend that “services at LAC have in fact been expanded. Hours have remained the same and LAC archivists and librarians provide over the phone, in person and written support to researchers.”¹⁰ Numerous user reports indicate otherwise.

² Roch Carrier, “Message from National Librarian of Canada,” Library and Archives Canada, December 31, 2002, <<http://www.collectionscanada.gc.ca/50th/012009-210-e.html>>

<<http://www.collectionscanada.gc.ca/50th/012009-210-e.html>>

³ Ian Wilson, “Speech given to Ontario Historical Society, May 7 2005,” Library and Archives Canada, Oct. 2005 <<http://www.collectionscanada.gc.ca/about-us/012-203-e.html>>

⁴ “Summary Report Consultations: December 2009, Montreal QC; January 8, 2010 (via teleconference at PDLC); January 15, 2010 (Toronto, ON); February 10, 2010 (via teleconference at PDLC),” Library and Archives Canada.

⁵ “About the Library,” Library of Congress, January 2011, <<http://www.loc.gov/about/>>

⁶ “Mission Statement and Strategic Priorities of the Library of Congress” <<http://www.loc.gov/ndl/mission.html>>

⁷ “CHA Comment on New Directions of Library and Archives Canada” <http://www.cha-shc.ca/en/News_39/items/19.html>

⁸ Ibid.

⁹ “Reports from consultants on their survey of the relationship between LAC and its Stakeholders,” Stakeholder Forum Minutes for Library and Archives Canada, October 21, 2010.

¹⁰ “Response to the Canadian Association of University Teacher’s (CAUT),” Library and Archives Canada, May 31, 2011, <<http://www.collectionscanada.gc.ca/whats-new/013-522-e.html>>

While LAC service hours were maintained after the public outcry in 2007, researchers from LAC's client communities have been reporting a significant decrease in both the quality and quantity of on-site services.

As Susan Crean indicated in her report on the state of LAC in the Jan/Feb 2011 issue of the *Literary Review of Canada*, while the "staff continue to show an unparalleled commitment to the job of helping users do theirs," access to specialists has been significantly diminished. Archivists she points out are now "a 40-minute bus trip away in Gatineau" and "the only remaining occupants are general reference staff and the genealogy department."¹¹ Furthermore, LAC has been without a newspaper specialist for several years now.¹² Indeed, minutes from LAC's Stakeholder Forum of October 2010, indicate that LAC users pointed to "the weakness of LAC services in contrast to other institutions" and that "LAC failed to provide access to expertise for researchers."¹³ Concern regarding "the provision of comprehensive services for visiting researchers at the main consultation facility at 392 Wellington Street"¹⁴ has also been articulated in a letter from former CHA president Mary Lynn Stewart. CHA has also reported to LAC that "Historians from distant regions of Canada... continue to encounter difficulties in accessing documents during the limited periods in which they are in Ottawa."¹⁵

It has also recently come to our attention that LAC is in the process of removing its reference print collection from the 2nd floor of 395 Wellington. This space will be used for meeting rooms to replace those that will be taken over by Public Works. We understand that much of the reference collection will be de-acquisitioned. Only a core collection of Canadian materials will be retained. This will mean that a large bulk of the reference collection will be unavailable to researchers. For the remaining material, LAC users will now be required to submit retrieval requests. This is nothing short of appalling. Furthermore, according to LAC's website, access to the live chat service (normally available for 2 hours per day on weekdays) will be unavailable until September 30th.¹⁶

LAC also contends that the "digitization of finding aids allows researchers to locate records before their visit."¹⁷ Ideally, this would be the case. But LAC's online services are inadequate. At LAC's October 2010 Stakeholder Forum, "Historians underlined the error ridden state of online finding aids and the inadequacy of the website as a search tool."¹⁸ Experts within our membership suggest that when compared to other national libraries and archives, LAC is far behind in terms of digitizing finding aids and other reference sources, particularly in digitizing

¹¹ Susan Crean, "National Archive Blues," *Literary Review of Canada*, Jan/Feb 2011 <<http://reviewcanada.ca/essays/2011/01/01/national-archives-blues/>>

¹² John D Reid, "LAC Attempts to Change Perception of It's Services," *Anglo-Celtic Connections*, May 31, 2011 <<http://anglo-celtic-connections.blogspot.com/2011/05/lac-attempts-to-change-perception-of.html>>

¹³ "Reports from consultants on their survey of the relationship between LAC and its Stakeholders," *Stakeholder Forum Minutes for Library and Archives Canada*, October 21, 2010.

¹⁴ Mary Lynn Stewart, Letter from CHA to Dr. Doug Rimmer and Dr. Jean-Stephen Piché, Assistant Deputy Ministers, LAC, November 29, 2010

¹⁵ "Notes Prepared by CHA on 'Presentation to Canadian Historical Association and LAC's Modernization Programme'" n.d.

¹⁶ "Live Chat Service," *Library and Archives Canada*, May 17, 2011 <<http://www.collectionscanada.gc.ca/the-public/005-2040-e.html>>

¹⁷ "Response to the Canadian Association of University Teacher's (CAUT)," *Library and Archives Canada*, May 31, 2011, <<http://www.collectionscanada.gc.ca/whats-new/013-522-e.html>>

¹⁸ "Reports from consultants on their survey of the relationship between LAC and its Stakeholders," *Stakeholder Forum Minutes for Library and Archives Canada*, October 21, 2010.

newspapers. Furthermore, LAC's website is not user-friendly and while "Staff readily offer help locating information—admitting they too have trouble... their assistance does not save the site from being more of a maze than a portal."¹⁹ In spite of LAC's claims to the contrary, the evidence indicates significant deficiency in the provision of on-site and on-line service.

While LAC contends that "staffing levels have remained stable over the last several years,"²⁰ the aggregate numbers available in departmental reports provide no insight into the break-down of staff allocations within various departments and categories. We understand that the number of employees in the library sciences group at LAC has dropped significantly over the past several years. If you feel this assertion is wrong, please provide detailed information as to staffing levels by classification for each of the past ten years.

Effect of Moratorium on Acquisition of Purchased Material

The fact that LAC "seriously questions" CAUT's contention that "holes in LAC's collection as a result of [LAC's 10-month moratorium on the] purchase of acquisitions will be difficult, if not impossible, to fill retroactively,"²¹ is odd. It seems self-evident that a 10-month moratorium on purchases at a national library would cause significant holes in collections. Opportunities to bid on rare books at auction are fleeting. Once missed, these rare and important historical items are simply not retrievable. As LAC is very likely aware, this perception is corroborated by multiple reports from users as well as several prominent figures in the field. According to Michel Brisebois, former curator of rare books at LAC, the suspension of acquisitions is "just not done. It's just silly. It's like cutting the oxygen off. That's not acceptable for a national library."²² Similarly, former National Librarian, Marianne Scott, also articulated "a great concern. There may be items that are going to be missed."²³ According to an *Ottawa Citizen* interview "Scott said that in areas such as the rare book market, collectors often have to move quickly or the buying opportunity is lost."²⁴ Minutes from LAC's Service Advisory Board Meeting of June 2009 indicate that "SAB members expressed concern about the moratorium on purchased acquisitions and feared it may mean the permanent loss of material published or available for purchase during the period of the moratorium."²⁵ LAC's summary report of consultations with booksellers (from meetings held in December 2009 and January 2010) indicates that booksellers reported that "the moratorium not only hurt booksellers, but also hurt all of those who were interested in the preservation of Canadian published history."²⁶

Furthermore, it continues to be our understanding that acquisitions of purchased material have not resumed. According to Liam McGahern, president of the Antiquarian Booksellers Association of Canada "the moratorium is over, but the National Library has no budget to

¹⁹ Susan Crean, "National Archive Blues," Literary Review of Canada, Jan/Feb 2011

<<http://reviewcanada.ca/essays/2011/01/01/national-archives-blues/>>

²⁰ "Response to the Canadian Association of University Teacher's (CAUT)," Library and Archives Canada, May 31, 2011, <<http://www.collectionscanada.gc.ca/whats-new/013-522-e.html>>

²¹ CAUT, "Campaign to Protect Library and Archives Canada – Backgrounder"

²² Patrick Dare, "Library and Archives Freezes Purchases," Librarians' Group, July 8, 2009, (originally published in *The Ottawa Citizen*) <<http://librariansgroup.blogspot.com/2009/07/library-and-archives-freezes-purchases.html>>

²³ Ibid.

²⁴ Ibid.

²⁵ "Services Advisory Board, June 19, 2009 Meeting," Library and Archives Canada, December 2010,

<<http://www.collectionscanada.gc.ca/the-public/pcsab/005004-2004.41-e.html>>

²⁶ "Summary Report Consultations: December 2009, Montreal QC; January 8, 2010" (via teleconference at PDLC); January 15, 2010 (Toronto, ON); February 10, 2010 (via teleconference at PDLC)

purchase books – Canadian or otherwise... In April the moratorium officially ended and the National Library and Archives were supposed to be buying again. Nothing happened. In June, the House of Commons broke for the summer but the issue disappeared.”²⁷

LAC’s claim that “there have been no major cuts to the acquisitions sector”²⁸ strikes us as misleading at best. In June of 2009, Deputy Head, Doug Rimmer, told CBC that “the archives spends about \$1 million a year buying publications, and is reviewing whether that will continue in the digital age.”²⁹ He said that “the library will likely continue to buy material from dealers after the review, but he doesn’t know how long that will take or how much the budget for that will be cut back.”³⁰ Our sources suggest that the current budget for acquisition is somewhere between \$400,000 and \$300,000. If so, this would constitute a major cut of 60-70%. According to Susan Crean, “Indeed, the budget for purchasing archives is effectively zero. (The current acquisition budget is \$400,000, following a year-long freeze, and is for “published heritage.” A small portion of it, \$33,000, is for the purchase of archives.) And even before the recent freeze there was a marked decline in acquisitions from private sources—that is, individuals, communities, societies and private companies. Between 2006/07 and 2008/09 these decreased 43 percent while acquisitions from public sources increased 35 percent. The fear is that LAC is being reduced to collecting government papers and not much else.”³¹ If you dispute these figures, we would appreciate evidence of the budget for purchased acquisitions for 2011-2012 as well as of the actual expenditures for 2010-2011.

LAC appears to be engaged only in “passive” acquisitions largely through legal deposit with virtually no money for acquiring much of anything beyond this. Sources within LAC tell us that LAC is no longer purchasing foreign material to support its collection. Since, newspapers are not required on legal deposit and all Canadian and foreign newspapers including substantial amounts of retrospective newspapers on microfilm must be purchased, we suspect that the gaps in LAC’s holding are growing daily. Similarly, all foreign periodicals and books must be purchased as well as all rare material including historical works of documentary art and pre-Confederation documents. While CAUT would challenge LAC to provide the specific data to back up the claim that “purchases of library and archival material have always represented a minor percentage of overall acquisitions,”³² we suspect that should LAC choose to fulfill its role to acquire and preserve Canada’s documentary heritage, this material would surely not constitute a minor percentage of acquisitions.

Digitization

Contrary to what LAC’s response indicates, nowhere in our backgrounder did we claim “that LAC has announced that all its records would be digitized by 2017.”³³ Our backgrounder reads:

²⁷ Ted Barris, “Report from the Curriculum and Libraries Committee,” The Writer’s Union of Canada, <<http://www.writersunion.ca/write/libraries.html>>

²⁸ “Response to the Canadian Association of University Teacher’s (CAUT),” Library and Archives Canada, May 31, 2011, <<http://www.collectionscanada.gc.ca/whats-new/013-522-e.html>>

²⁹ “National archives reviews purchases of paper materials in a digital age,” CBCNews, June 18 2009 <<http://www.cbc.ca/technology/story/2009/06/18/pei-archives-paper-digital.html>>

³⁰ Ibid.

³¹ Susan Crean, “National Archive Blues,” Literary Review of Canada, Jan/Feb 2011 <<http://reviewcanada.ca/essays/2011/01/01/national-archives-blues/>>

³² “Response to the Canadian Association of University Teacher’s (CAUT),” LAC, May 31, 2011, <<http://www.collectionscanada.gc.ca/whats-new/013-522-e.html>>

³³ Ibid

“In December 2010, LAC announced that all of its services would be digitized by the year 2017.”³⁴ This should have read “*most* of LAC’s services” as per LAC’s own website. We apologize for this inaccuracy. However, our concerns regarding the prioritization of digitization above the delivery of core services remain. Let us be clear: we are not opposed to digitization. Indeed, with adequate resources and expertise, digitization could have an important place in the development of LAC services and collections preservation. However, given that LAC has identified “the lack of appropriate financial, human and technological resources” as “one significant risk LAC faces in fulfilling its mandate and commitments” in the “preservation of digital and analogue documentary heritage,”³⁵ our principal concern is that the prioritization of digitization may endanger the acquisition and preservation of LAC’s analogue collections and core services. Without the necessary funding and expertise, a massive digitization initiative could do more harm than good. CAUT is not alone in voicing these concerns. Minutes from LAC Service Advisory Board meeting of June 2009 indicate that “concern was expressed about a perception of ‘creeping bias’ against books and hard copies at LAC.”³⁶ More recently, it was reported at the October 2010 Stakeholders Forum, that LAC users underlined “the importance of analogue records.”³⁷ Similarly, LAC’s consultant Mr. McCormick, “reported major concerns about LAC communication with the library community and its support for existing analogue services.”³⁸

We were extremely pleased to see in your response that “LAC is fully committed to the preservation of its analogue resources unless digitization is a last resort preservation strategy.”³⁹ As far as we are aware, this is the first public acknowledgement of this commitment LAC has made since the development of its modernization initiatives.

Partnerships

LAC’s documents indicate that it is in the process of seeking partnerships in the area of acquisitions, collections management and preservation. While LAC suggests that “It is only natural that LAC is looking for partnership opportunities across the country,”⁴⁰ CAUT believes that LAC must maintain its position as a central collector of national resources rather than abdicate its leadership position to become “only one player among many.”⁴¹ The decentralization that will inevitably result from this sort of partnering will mean the loss of a single national collector of Canadian resources. This will mean that materials are no longer acquired and processed in a consistent and systematic fashion. Furthermore, as the CHA points out, “This is no time to off-load historical record keeping.”⁴² Over the last two decades, archives and libraries

³⁴ CAUT, “Campaign to Protect Library and Archives Canada – Backgrounder”

³⁵ “Report on the Review of Acquisition Processes for Collections – December 2010,” Library and Archives Canada, May 17, 2011, <<http://www.collectionscanada.gc.ca/012/014/012014-309-e.html>>

³⁶ “Services Advisory Board, June 19, 2009 Meeting,” Library and Archives Canada, December 2010, <<http://www.collectionscanada.gc.ca/the-public/pcsab/005004-2004.41-e.html>>

³⁷ “Reports from consultants on their survey of the relationship between LAC and its Stakeholders,” Stakeholder Forum Minutes for Library and Archives Canada, October 21, 2010.

³⁸ Ibid.

³⁹ “Response to the Canadian Association of University Teacher’s (CAUT),” LAC, May 31, 2011, <<http://www.collectionscanada.gc.ca/whats-new/013-522-e.html>>

⁴⁰ Ibid.

⁴¹ “Proposed Initiative 1: Acquisitions Inventory Market/Agora,” LAC Stakeholder’s Forum, May 17, 2011.

⁴² Craig Heron, “CHA’s Comment on New Directions for Library and Archives Canada,” Canadian Historical Association <http://www.cha-shc.ca/en/News_39/items/19.html>

across Canada have been subject to a series of severe cutbacks. It is clear that the resources and services for maintaining this nationally-significant material are not be available at the regional level. As a member of LAC's Services Advisory Board argued, "LAC does not seem to be taking into consideration the deterioration in the capacity of local archives across the country where records of interest to all Canadians are becoming inaccessible. There are now fewer institutions with whom LAC might partner, as they have no money and no archivists. LAC must remain the 'last best hope' for preserving such records."⁴³

While LAC suggests these partnerships are necessary, according to reports commissioned by LAC "there was strong opposition to the possibility of downloading of some federal archival collecting responsibilities to under-funded provincial, university or other institutions."⁴⁴

Furthermore, LAC has itself identified a series of significant risks that accompany the prospect of such partnerships. From LAC's Pathfinder's report "Long-Term Loans: A Client-Focused Collaborative Approach":

- Lending of material may result in limiting access to these collections which will potentially result in failure to meet client and stakeholder expectations.
- Moving and storage are also important factors if they result in possible loss of or damage to the collection.
- On the preservation side, there is a risk of deviation from LAC care and maintenance recommended standards notably in terms of transportation, storage, and quality of the facilities available for the material.
- For resource discovery, there is a risk that access to material loaned to partnering organizations might incur cost to the public.
- For legal deposit, there is a danger that publisher compliance with the legal deposit requirement may decrease if publications do not remain under the care and control of LAC.
- Finally, there is a potential risk that LAC and partnering organizations are perceived as no longer meeting their mandate.⁴⁵

Costs to Researchers

In spite of LAC's counter-claims, we reaffirm that the regionalization of these national collections will also mean increases in the costs of research for individual scholars. Rather than the arrangements and expenses associated with one research trip to Ottawa, Canadian and international researchers may have to travel to several locations scattered across the country in order to access the relevant materials. For many costs of this kind may prove prohibitive.

Furthermore, the privatization of records and record-keeping raises the spectre of user fees, a lack of public accountability, and limitations to public access. The contracting out of our collective heritage to private interest is antithetical to LAC's proclaimed interest in

⁴³ "Services Advisory Board, November 27, 2009 Meeting," Library and Archives Canada, April 2010 <<http://www.collectionscanada.gc.ca/the-public/pcsab/005004-2004.38-e.html>>

⁴⁴ "Modernization: Building Relationships for the Future," Library and Archives Canada Response to Recommendations from the McCormick and Cook Reports, March 30 2011

⁴⁵ "Long-Term Loans: A Client-Focused Collaborative Approach," Library and Archives Canada, Nov 2009, <<http://www.collectionscanada.gc.ca/modernization/012004-2052-e.html>>

“democratization” and increased public access to LAC’s services and materials. Currently, LAC’s partnership with Ancestry.com (the world’s largest genealogical corporation) allows the company to digitize and index LAC records and make them available for a fee to its members. The press release announcing this agreement specifies that the digitized records “will eventually be available free of charge to users of the LAC website.”⁴⁶ However, there is no indication of when this eventuality will occur. Moreover, given that genealogists have voiced concerns about indexing and transcription problems at Ancestry.ca, the integrity of the data is questionable.⁴⁷

Concluding Comment

According to LAC’s documents the “modernization” process was supposed to be conducted in consultation “with key stakeholders and other interested parties”⁴⁸ from the start. However, in the words of a member of LAC’s own Services Advisory Board the consultation documents developed by LAC to describe the nature of the reorganization are “remarkably impenetrable.”⁴⁹ More recently, LAC’s surveys of its client communities “revealed considerable dismay at the state of LAC’s relation with each of the communities and widespread questioning of LAC’s commitment to working with its key stakeholders.”⁵⁰ Similarly, at LAC’s October 2010 Stakeholder’s Forum, “Mr. Cook reported that the broad message was the relations were non-existent or remote, that there was a need to re-earn trust and that re-opening the dialogue with the survey had raised expectations which, if unfulfilled, would worsen relations.”⁵¹ While we are pleased to hear that “LAC will be putting in place a much more systematic and comprehensive approach to consulting clients, stakeholders and the public at large,”⁵² this is a claim that, as one user points out, “LAC management has been making for over a year. When will it become a reality, and will it be in a form acceptable to clients?”⁵³

⁴⁶ “Library and Archives Canada Partners with Ancestry.ca,” Library and Archives Canada, Nov 2008 <<http://www.collectionscanada.gc.ca/whats-new/013-362-e.html>>

⁴⁷ “Canadian Passenger Lists,” CanadaGenealogy, September 2008 <http://canadagenealogy.blogspot.com/2008_09_01_archive.html>

⁴⁸ “Modernization within LAC – Consultation,” Library and Archives Canada, November 2009, <<http://www.collectionscanada.gc.ca/modernization/012004-3000-e.html>>

⁴⁹ “Services Advisory Board, November 27, 2009 Meeting,” Library and Archives Canada, April 2010 <<http://www.collectionscanada.gc.ca/the-public/pcsab/005004-2004.38-e.html>>

⁵⁰ “Modernization: Building Relationships for the Future,” Library and Archives Canada Response to Recommendations from the McCormick and Cook Reports, March 30 2011

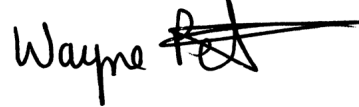
⁵¹ “Reports from consultants on their survey of the relationship between LAC and its Stakeholders,” Stakeholder Forum Minutes for Library and Archives Canada, October 21, 2010.

⁵² “Response to the Canadian Association of University Teacher’s (CAUT),” Library and Archives Canada, May 31, 2011, <<http://www.collectionscanada.gc.ca/whats-new/013-522-e.html>>

⁵³ John D. Reid, “LAC attempts to change perception of its services,” May 31, 2011, Anglo-Celtic Connections, <<http://anglo-celtic-connections.blogspot.com/2011/05/lac-attempts-to-change-perception-of.html>>

These are all serious matters for Canadians and for our country. We are deeply troubled by what is happening at Library and Archives Canada and will continue to pursue these issues with our colleagues and the public until the situation is rectified.

Yours sincerely,

Handwritten signature of Wayne D. Peters in black ink, featuring a stylized 'W' and 'P' with a horizontal line extending from the end.

Wayne D. Peters
President

Handwritten signature of James L. Turk in black ink, featuring a stylized 'J' and 'T'.

James L. Turk
Executive Director