
Guest Editorial: Pathways to Library Leadership: Celebrating 50 Years of Chinese American Librarians Association (CALA)

The Chinese American Librarians Association (CALA) was established in 1973, and over the past five decades, it has grown to become the home association of librarians of Chinese descent in North America and beyond. Supporting members' professional development and research scholarship and enhancing leadership development are the core of CALA's missions.

To celebrate CALA's 50th Anniversary, the Public Relations & Fundraising Committee proposed a special issue for the *International Journal of Librarianship* under the theme "Pathways to Library Leadership." This special issue features seven articles and reports that provide a diverse range of perspectives and valuable resources for library professionals seeking to enhance their leadership skills and advance their careers.

As a contested term, the definition of leadership varies based on time, organization, culture, and more. Yang, in his article "Leadership and Libraries: Status Quo and Emerging Trends," explores the multifaceted concept of leadership with a focus on challenges and dilemmas leaders face in the context of academic libraries. He believes that "the primary function of a leader is to provide direction and clarity regarding the organizational *raison d'être* and objectives."

Beyond CALA's regular programs and procedures, some members put their efforts to advocate leadership of minority librarians. In the paper "Path to Leadership: National Forum on Advancing Asian/Pacific Islander American Librarianship," Gao et al. detail the plan and implementation of their grant-winning project, Path to Leadership: National Forum to Advance Asian/Pacific Islander American (APIA) Librarianship. They also include project evaluation and curriculum outline to fully develop an APIA leadership program.

Li's study, "Chinese Canadian Librarians: Leadership Roles and Career Barriers," insightfully examines the leadership roles held by Chinese Canadian librarians and their perceptions of the job and working environment based on the data from the Visible Minority Librarians of Canada Network (ViMLoC) 2021 Survey. She presents valuable recommendations for increasing representation in librarianship and supporting Chinese librarians in leadership roles and recommends leadership programs tailored to minority librarians in Canada.

Mi, et al. share their inspiring experiences of building trust as Black, Indigenous, and People of Color (BIPOC) women leaders in the academic libraries in their paper "Our Journey of Building Trust: Case studies of BIPOC Women Leaders in Academic Libraries." The paper provides valuable insights into the challenges and opportunities faced by BIPOC leaders in their roles and how they develop their skill sets to facilitate their efforts in trust-building.

Habing and Ruan's article "Leading through Partnership: How the Illinois Fire Service Institute Library Leads to Serve its User-Community," offers a unique perspective on library leadership through partnership. The authors provide illuminating analysis on the role of

partnerships in responding to the unique information needs of firefighters and how the Illinois Fire Service Institute Library has established itself as a leader in partnership in both the library and information science field and the fire service.

The article "Creating a Forum for Library Professionals: A Case Study of CALA Canada Chapter" is a useful case study that highlights the establishment, growth, and achievements of a professional forum. The authors, Jin, Liu, and Zhang, provide insights into the valuable resources, programs, and opportunities provided by the CALA Canada Chapter, which promotes diversity and inclusivity in the library profession in Canada. The article also offers a discussion of the challenges and plans of the Chapter, including expanding its reach and increasing its membership.

Liu et al.'s article, "Retrospect and Prospect: The Creation and Development of an Academic Journal," offers a reflective account of the journey of creating and advancing an open-access academic journal. The article provides a valuable contribution to the literature on academic publishing, particularly in the library and information science field.

As CALA commemorates its 50th anniversary, it is not only a time of celebration but also an opportunity to recognize the extraordinary achievements of its leaders and the vital role CALA plays in fostering the growth and development of library professionals. Through this special issue and the remarkable stories it presents, we hope to inspire a new generation of library leaders, providing them with the knowledge, motivation, and guidance they need to navigate their own paths to success.

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