



DIVERSIFYING YOUR COLLECTION AS A SMALL LIBRARY

Thursday, April 22, 2021





Thank you
for your
attention!

Thank you
for your
time!

First and foremost:

I will be describing a mindset/

I will be describing an attitude

I think you will pick up on this as we go through the presentation!

Terrific questions to ponder:

How can I cultivate this thought process in myself?

In my library?



- Variability among and between all organisms builds strength.
- Diversity brings in new ideas and experiences, and people can learn from each other.
- Bringing in different ideas and perspectives leads to better problem-solving.
- Working in diverse teams opens dialogue and promotes creativity.
- Learning about different ways to live our lives allows us to see that there are multiple ways of doing things.

The value of diversity in general...

PSYCHOLOGY TODAY ARTICLE

Elizabeth A. Segal, Ph.D.,
is a professor in the School
of Social Work at Arizona
State University.



- acquiring materials to address popular demand
- engaging direct community input
- addressing collection gaps
- addressing unexpressed information needs

- selecting content in multiple formats
- considering resources from self-published, independent, small and local producers
- seeking content created by and representative of marginalized and underrepresented groups

Diverse Collections:

An Interpretation of the Library Bill of Rights

(ALA website)



- Be discerning and deliberate about the books and other media we purchase, program, and promote.
- “We are committed to providing a full spectrum of resources and services to the communities we serve.” (ALA core value)
- Proactively collect and promote diverse books so that all readers have opportunities for [MIRROR](#) and [WINDOW](#) reading experiences.

Diversify Everything!

AMERICAN LIBRARIES ARTICLE

Sarah Park Dahlen, asst professor in MILS program @ St. Catherine University, St. Paul, MN





TIP #1 ENLIST ALL THE HELP THAT YOU CAN GET

Just by virtue of doing this, you are already embracing diversity...good for you!



Divide and conquer

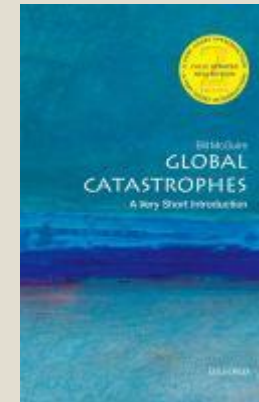
I divided purchasing throughout the staff

EYES OPEN SEYMOUR



*BIYOC

I bring special needs/projects to the Friends of the Library for funding...there is an ongoing dialogue!





Hiring for diversity, a happy accident,
European perspective, ESL, Kaarina's fresh eyes and that of her
daughter Saara have strengthened our library!
Also, the domino effect!





TIP #2 BUILD A REPUTATION FOR SEEKING VARIETY

Via community conversations and social media presences, I emphasize that we love exchanges of ideas!

Early in 2021 *note, no cost for us

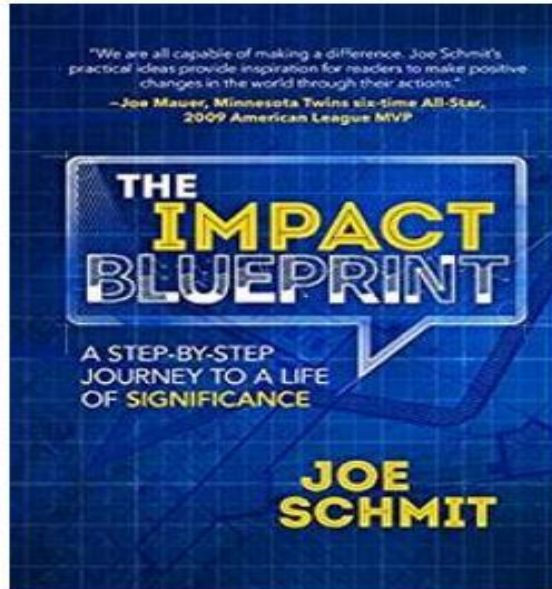
Accepting a book from the local Lions Club



Accepting a book from a local author



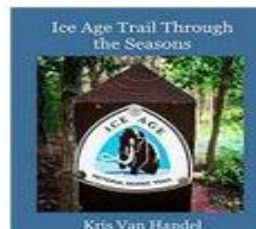
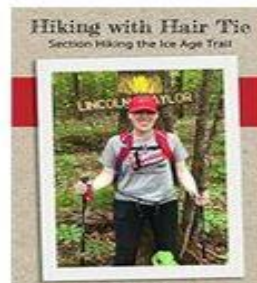
Make it a habit to praise and support local talent (your encouragement reaches far AND close) from our website:



Self-improvement literature, with local ties, is always heartwarming!

Joe Schmit's follow-up to SILENT IMPACT is now available for check out at your library. It is called THE IMPACT BLUEPRINT. And the subtitle is "A Step-by-Step Journey to a Life Of Significance". This book is a wonderful collection of 52 traits of successful people. You could break this down and study one trait a week (for one year) to a new you!

At the end of May, the Freedom Pursuit highlighted two books by Kris VanHandel. We have them on order and they will be available for check out soon at the library. They are both about hiking the Ice Age Trail. The books are HIKING WITH HAIR TIE and ICE AGE TRAIL THROUGH THE SEASONS.



Build a relationship with an independent bookseller, if possible



Lion's Mouth Bookstore, GB,
proprietor Amy Mazzariello



TIP #3 USE YOUR RFP FORM WIDELY & OFTEN

“Request for Purchase”

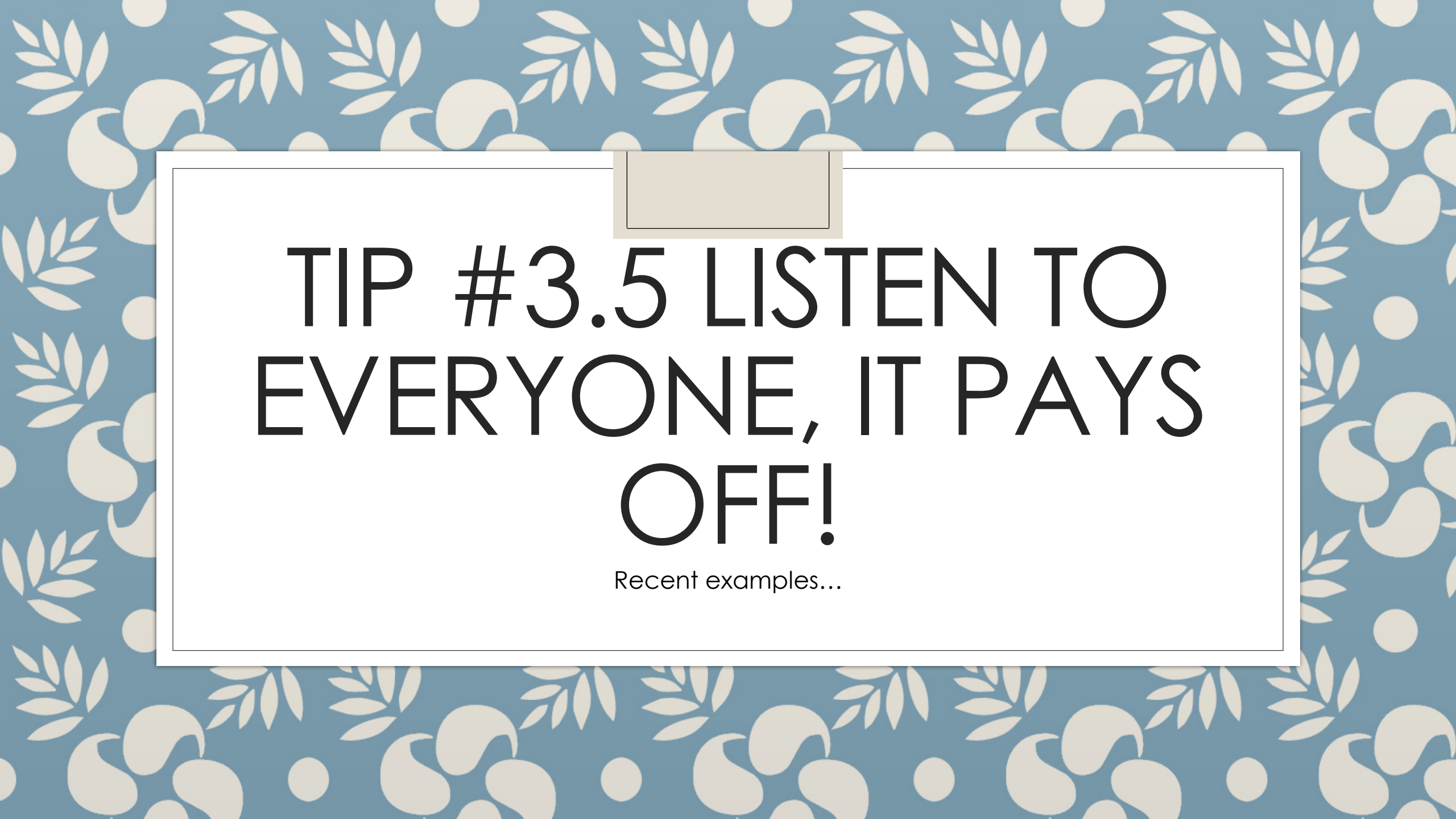
Suggestion for Purchase on library website

MUEHL PUBLIC LIBRARY REQUEST FOR PURCHASE FORM	
_____	Your Name
_____	Phone Number
2138900	Your Library Card Number
_____	Today's date

_____	Suggested Item
_____	Author
_____	Type of item (Book, DVD, etc.)
_____	Publication date

_____	What is it about?

_____	Where did you hear about it?
_____	CLC initials



TIP #3.5 LISTEN TO EVERYONE, IT PAYS OFF!

Recent examples...

the Reformatory

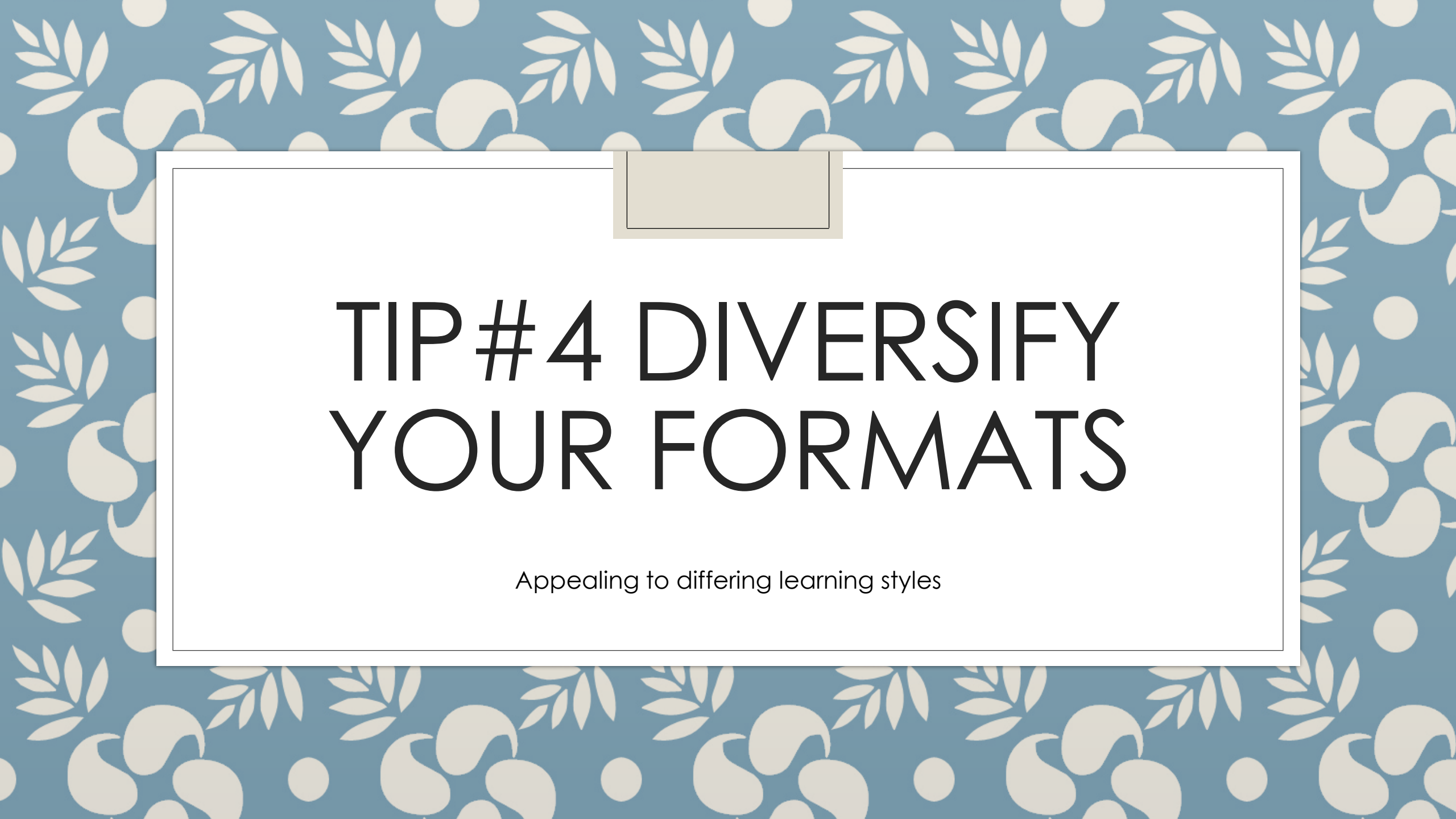
"Tales from Green Bay's
Maximum Security prison"

by Joe Verdegan



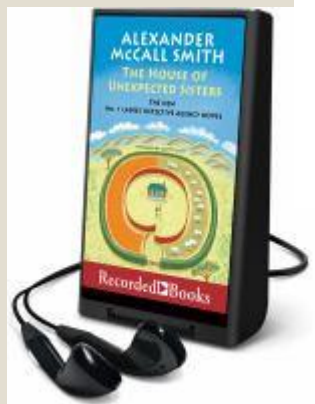
The Unsolicited Story
of Native Americans & Comedy

ELLEN ASTEROUT



TIP #4 DIVERSIFY YOUR FORMATS

Appealing to differing learning styles



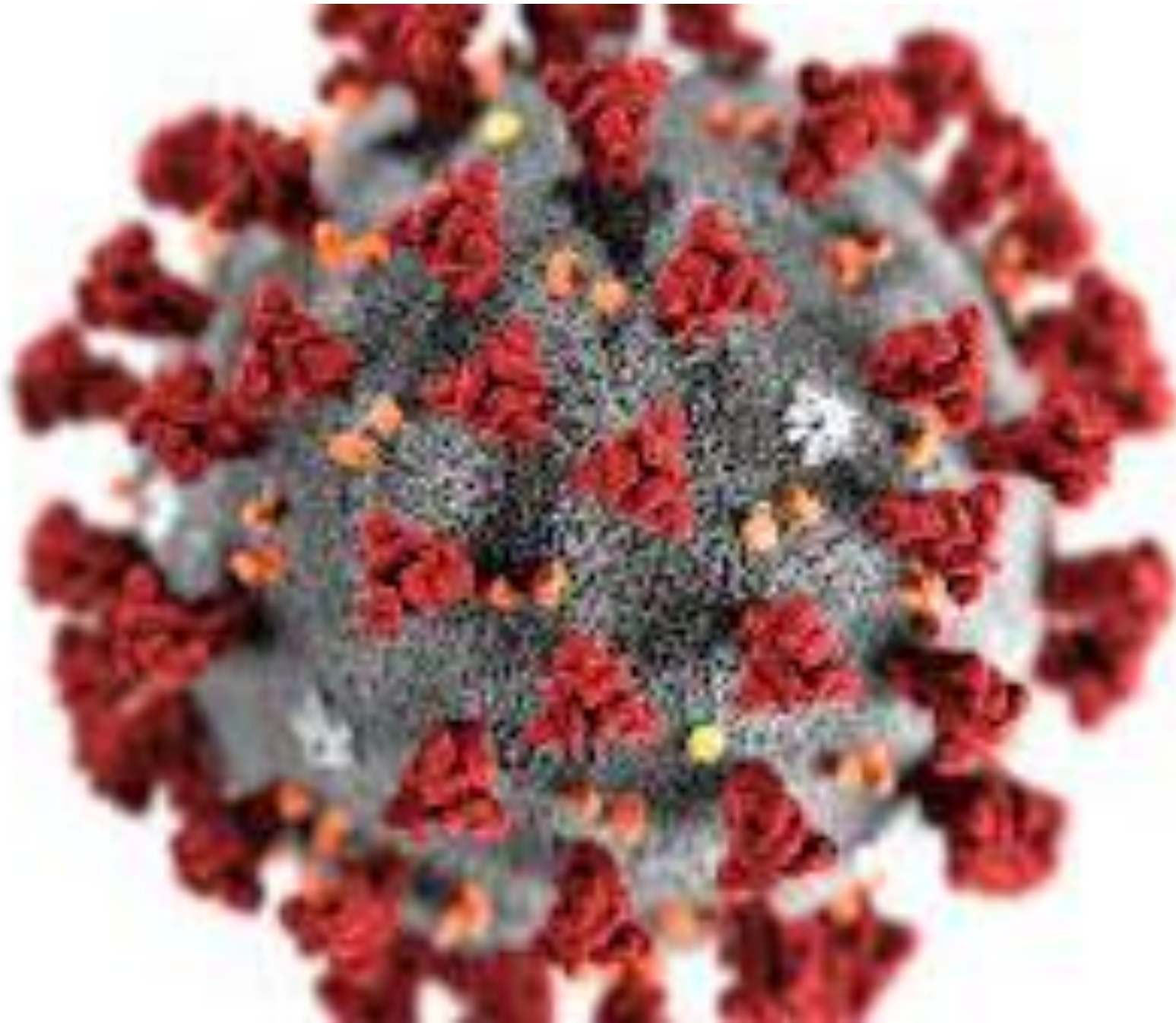


TIP #5 RECOGNIZE “FINDS” WHEN YOU SEE THEM

Coming through to fill “holds” or popping up when you are browsing your catalog! 😊



\$16.95 on Amazon.com



And then
there was
COVID...

So many lessons,
right?!



April 27, 2020
through
June 1, 2021
Curbside Service





TIP #6 FOLLOW AUTHORS ON AMAZON

You will be notified when they have new works. Handy!

Your order on behalf of Muehl Public Library (home of the hamburger) has been placed

Please check your email for order confirmation and detailed delivery information or visit [Message Center](#) to review your notifications.

Shipping to Muehl Public Library, 436 North Main Street, Seymour, WI, 54165

Wednesday, April 21

Estimated delivery



April 27, 2020 through June 1, 2021

[Review or edit your order >](#)

Follow the Authors



Andrea Wang

✓ Following



Phung Nguyen Quang

✓ Following

Follow authors to get new release updates, plus improved recommendations.



TIP #7 AVAIL YOURSELF OF RESOURCES THAT FOCUS ON DIVERSITY

They are concerned and doing the heavy lifting!



A gem in our
own state!

Children's cooperative
book center

<https://ccbc.education.wisc.edu/>



Another
gem in our
own state!

Teaching Books

<https://www.teachingbooks.net/sd.cgi?url=https://www.teachingbooks.net/>



A site for
lovers of
reading!

Goodreads.com

DIVERSITY IN CHILDREN'S BOOKS 2018

Percentage of books depicting characters from diverse backgrounds based on the 2018 publishing statistics compiled by the Cooperative Children's Book Center, School of Education, University of Wisconsin-Madison:
ccbc.education.wisc.edu/books/pcstats.asp

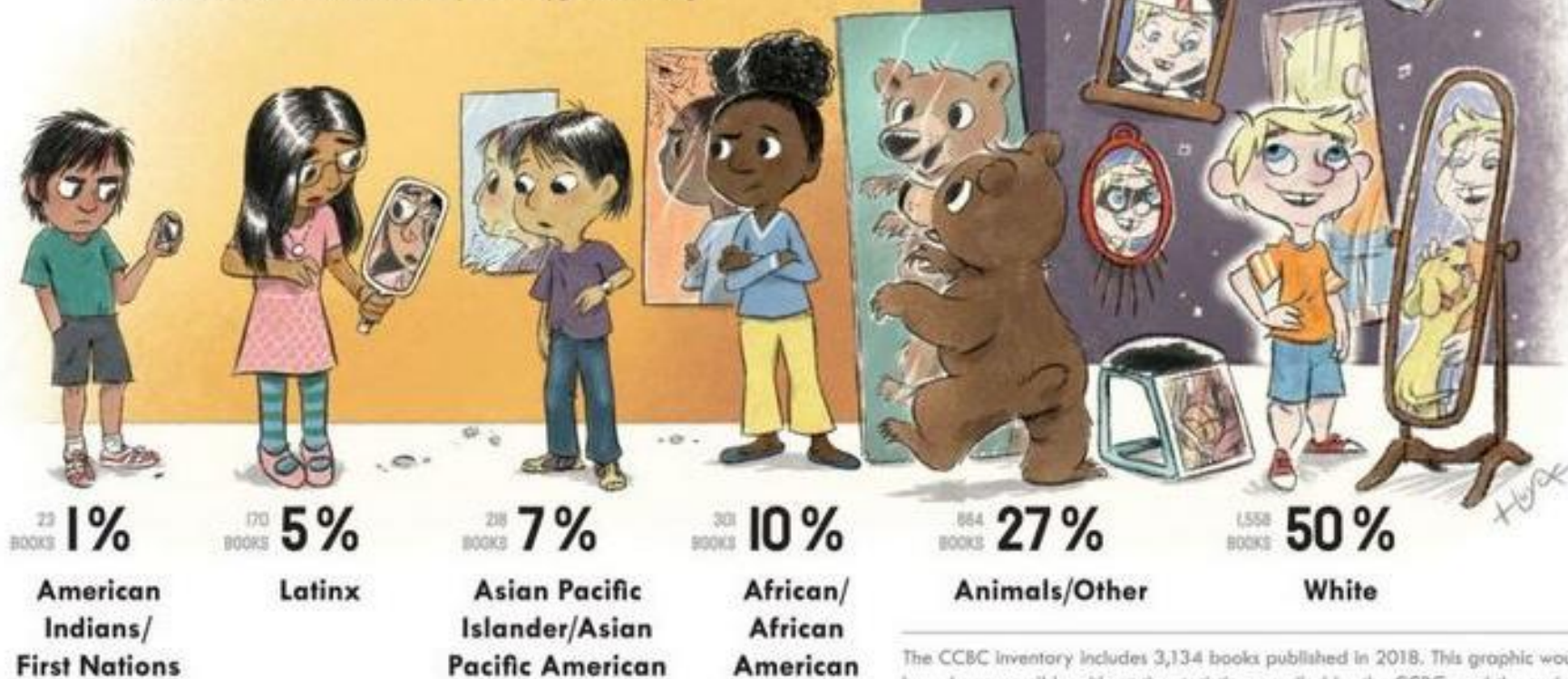


Illustration by David Huyck, in consultation with Sarah Park Dahlen
Released under a Creative Commons BY-SA license: <https://creativecommons.org/licenses/by-sa/4.0/>

The CCBC inventory includes 3,134 books published in 2018. This graphic would not have been possible without the statistics compiled by the CCBC, and the review and feedback we received from Edith Campbell, Molly Beth Griffin, K. T. Horning, Debbie Reese, Ebony Elizabeth Thomas, and Madeline Tyner. Many thanks.

There is work to be done!

This chart is from the CCBC.

Larger challenge is we need more BIPOC authors, we need more BIPOC publishers, etc.



COLLECTIONS

EFFECTIVE LIBRARY COLLECTIONS ARE:

Meaningful: They help youth, including BIYOC, understand themselves and their world.

Reflective: They positively and accurately represent BIYOC; all children and teens can see themselves in the collection.

Validating: They affirm the value of diversity.

Relevant: They relate to the lived experiences of BIYOC.

Enabling: They empower youth to make positive change in their own lives and communities.

Inclusive: They reflect the broadest possible spectrum of diversity in terms of content and authorship.

This is from
**PROJECT
READY,**
Reimagining
Equity And
Diversity for
Youth

BIPOC=Black
Indigenous
People of
Color

BIYOC=Black
Indigenous
Youth of Color



TIP #8 USE A SUBSCRIPTION SERVICE!

Learned this brilliant idea from a youth services meeting!

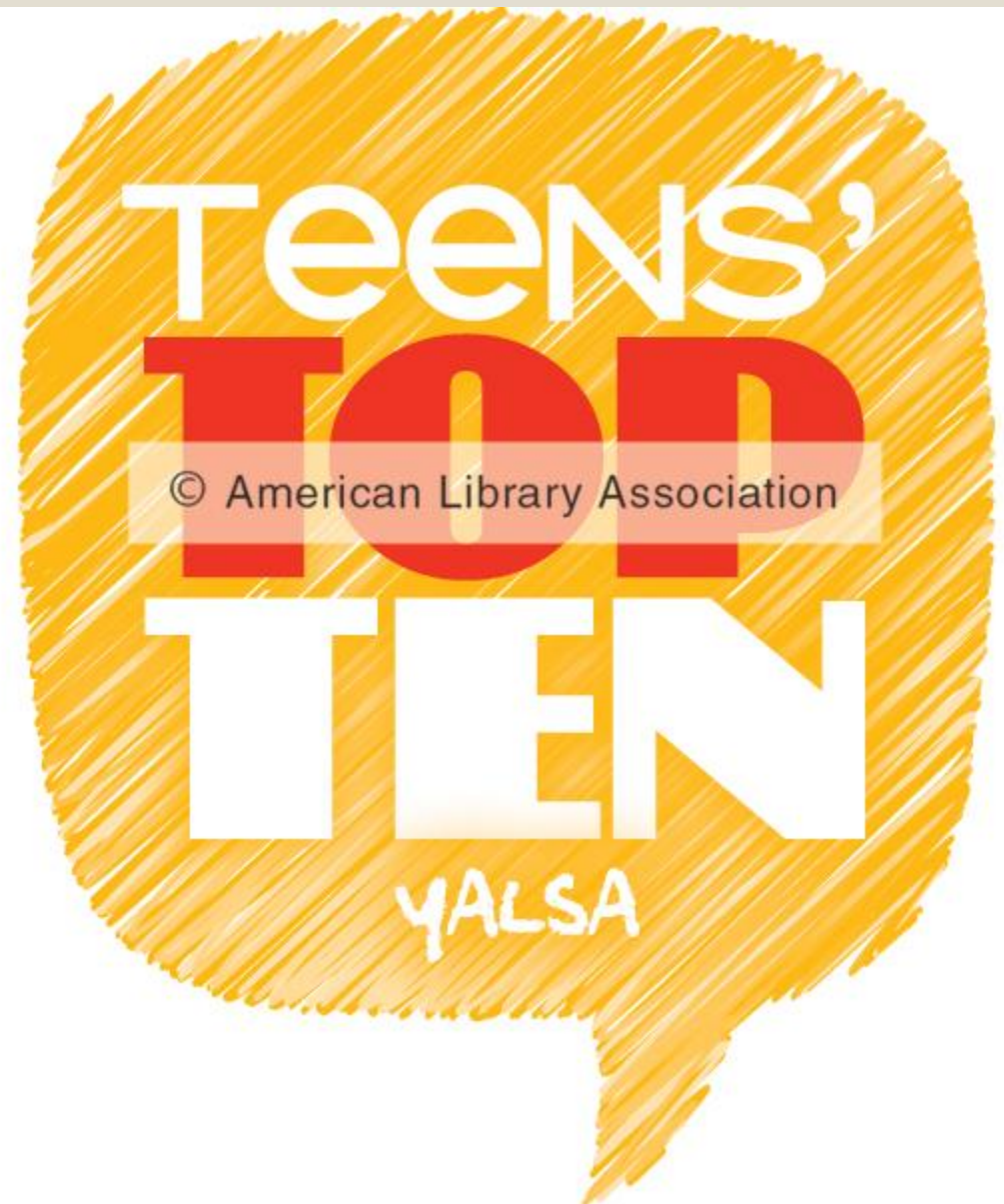




TIP #9 USE YALSA TEENS' TOP 10 OR 25 LISTS FOR ORDERING

Learned this from my intern in 2012.

LOTS OF IDEAS
HERE!



- What can librarians do after performing their audits?
- How can we create goals to be more expansive and inclusive as we move forward?
- How do we recognize the usefulness of statistics, while also holding onto the importance of the stories and qualitative information behind the numbers?
- How can we calculate and use data while acknowledging that a quantity over quality mindset is rooted in White supremacy culture?

Think about
a diversity
audit
**READING WHILE
WHITE BLOG**

Jenna Friebe,
Collection
Management
Librarian, Oak Park
Public Library, IL



Dr. Debbie Reese, her blogspot is helpful and informative:

<https://americanindiansinchildrensliterature.blogspot.com/>


Great
source
Jenna
referred to

Sensitivity to
indigenous peoples



Services are emerging

INTRODUCING iCurate *inClusive*
Effortless & Effective **Diversity Audit**



The image shows three computer monitors arranged horizontally. The left monitor displays a spreadsheet-like table with multiple columns and rows of data. The middle monitor displays a data visualization with a bar chart and a pie chart. The right monitor displays a search or filter interface with various input fields and a magnifying glass icon.

- Holdings Assessment**
Comprehensive title report by subject, age, and *inClusive*'s 11 categories.
- Data-Driven Reports**
Visual comparison of Library *inClusive* title share to the average public library.
- Actionable Lists**
Shoppable Excel lists of the most popular diverse titles missing from your collection.

Our own state of WI libraries Inclusive
tool: Let's take a look!

The checklist is organized by areas of library service identified in the Wisconsin Public Library Standards. Each section provides a straightforward checklist that can be answered with Yes, No, In Progress, or Not Applicable. Use the [Scoring Rubric](#) to score each topic/section. See [How to Use the Inclusive Services Assessment and Guide](#) for examples.

Collections

A person's ethnicity, age, citizenship, immigration status, literacy or education level, ability, family structure, income level, [gender identity](#), [sexuality](#), housing status, [neurodiversity](#), style of dress, military status, or any other [dimension of identity](#) should neither negatively influence nor interfere with access to the library collection.

This checklist applies to all collection areas of the library.

1. Does the collection development policy have a statement about inclusion?	Y	N	IP	NA
2. Are the library board and staff aware of the non-inclusive aspects of library classification systems and controlled vocabulary (e.g. the weight given to Christianity in Dewey Decimal Classification)?	Y	N	IP	NA
3. Does the collection reflect the community's tastes, beliefs, or attitudes?	Y	N	IP	NA
4. Does the collection challenge the community's tastes, beliefs, or attitudes?	Y	N	IP	NA
5. Is the community involved in building and advising on the content of the collection?	Y	N	IP	NA
6. Are multiple sources, representative of a variety of communities, consulted while building the collection?	Y	N	IP	NA
7. Does the collection include storylines and characters by and from a range of groups (e.g. racial, ethnic, gender identity , sexuality , disability, veteran status, education level, etc.)?	Y	N	IP	NA
8. Does the collection include accurate, respectful, and current information by and about different groups as fact, characters in a storyline, or settings and contexts (e.g. racial, ethnic, gender identity , sexuality , disability, veteran status, education level, etc.)?	Y	N	IP	NA
9. Does the collection include resources for furthering education (e.g. GED , ACT/SAT test prep, etc.)?	Y	N	IP	NA
10. Does the collection include titles for self-improvement in skills?	Y	N	IP	NA
11. Does the collection provide materials for people of varied education levels and literacy/English language skills?	Y	N	IP	NA




12. Does the library subscribe to or offer materials for language learning?	Y	N	IP	NA
13. Is the collection in multiple formats, for example: books, audio books, large print, graphic formats, materials in <u>braille</u> , <u>braille</u> and print combination, narrated TV programs and <u>movies</u> , tangible materials (e.g. toys, tools, and sensory items), and audiovisual?	Y	N	IP	NA
14. Is the collection accessible to people with sensory, <u>ambulatory</u> , <u>social</u> , <u>emotional</u> , and <u>intellectual</u> differences?	Y	N	IP	NA
15. Are databases and other e-resources accessible through alternative means (e.g. <u>screen readers</u> , <u>magnification</u> , <u>closed captioning</u> , and <u>assistive devices</u>)?	Y	N	IP	NA
16. Does the collection contain items in languages other than English?	Y	N	IP	NA
17. Are instructions provided in languages other than English for how to search for items in languages other than English?	Y	N	IP	NA
18. Does the collection include titles for " <u>hi-low</u> " readers, such as adults who read at a middle school level?	Y	N	IP	NA
19. Does the library offer various audiobook formats, such as CDs, downloadable audiobooks, and eBooks?	Y	N	IP	NA
20. Does the library offer audio-described movies and television programs (formatted to include a narration of events for which there isn't a dialogue) on DVD?	Y	N	IP	NA
21. Are high-interest materials considered for purchase even if they are not reviewed by <u>mainstream</u> library journals (e.g., popular urban fiction titles)?	Y	N	IP	NA
22. Does the library's collection development policy allow for the repurchase of items that have higher rates of disappearance?	Y	N	IP	NA
23. Does the library use alternate vendors to purchase non- <u>mainstream</u> materials?	Y	N	IP	NA

TOTAL



Grant opportunity, deadline of May 1, thanks Jamie!

[Outreach Scholar Request \(qualtrics.com\)](https://qualtrics.com)

https://sdcoe.k12oms.org/event_register.php?id=201019
https://sdcoe.k12oms.org/event_register.php?id=201019









ALL SESSIONS ARE OPEN TO THE PUBLIC AND **FREE OF CHARGE**

INDIGENOUS Voices

Authentic Children's Literature in the Classroom and Library

TUESDAY May 25

Noon-1 p.m. Debbie Reese

1:15-2:15 p.m. Traci Sorell

2:30-3:30 p.m. Christine Day and Dawn Quigley in conversation with Patricia Buckley




WEDNESDAY May 26


Noon-1 p.m. Anton Treuer

1:15-2:15 p.m. Darcie Little Badger and Arigon Starr in conversation with Naomi Bishop


REGISTER FOR LINK TO JOIN.
<http://sdcoe.k12oms.org/900-201019>

CONTACT INFORMATION:
Jonathan Hunt
 Coordinator, Library Media Services
 San Diego County Office of Education
jonathan.hunt@sdcoe.net
www.sdcoe.net/library









Christine Day (Upper Skagit) grew up in Seattle, nestled between the mountains and the ocean—and the pages of her favorite books. Author of the award-winning *I Can Make This Promise*, she recently published *The Sea in Winter*.




A K-12 teacher for over 18 years, **Dawn Quigley, PhD (Turtle Mountain Ojibwe)** is currently an assistant professor of education. She has also been an Indian Education co-director. Author of the award-winning *Apple in the Middle*, her most recent book is *Jo Jo Makoons*.




Debbie Reese (Nambé Pueblo) is the founder of the influential blog, *American Indians in Children's Literature*. She recently co-adapted the Young Readers edition of *An Indigenous Peoples' History of the United States*.




Before writing for children, **Traci Sorell (Cherokee)** focused on helping Native American tribes and their citizens. Author of the award-winning *We Are Grateful: Otsaliheliga*, her most recent book is *We Are Still Here!*




Patricia Morris Buckley (Mohawk) is a school librarian in La Mesa, California. Her forthcoming picture book debut, *To Walk The Sky*, will be published by Heartdrum and illustrated by Floyd Cooper.




Darcie Little Badger (Lipan Apache) has a PhD in oceanography. Her critically acclaimed debut novel, *Elatsoe*, was featured in *Time Magazine* as one of the best 100 fantasy novels of all time.



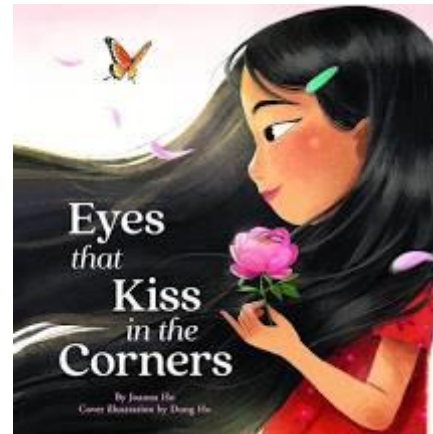
The multi-talented **Arigon Starr (Kickapoo)** is an acclaimed actress, playwright, singer, and songwriter. She is also the writer and illustrator of multiple volumes of the *Super Indian* comics.



As professor of Ojibwe at Bemidji State, **Anton Treuer (Ojibwe)** has written numerous books and articles about education, equity, and culture. His most recent book is *Everything You Wanted To Know About Indians But Were Afraid To Ask* Young Reader's Edition.



A Health Sciences librarian at the University of Arizona, **Naomi Bishop (Pima)** is also a past president of the American Indian Library Association and past chair of that division's Youth Literature Awards.



WIN THIS PICTURE BOOK!!!!!!!!!!!!!!



Thank you for being my colleagues!