

Future of Libraries 2021: Culture of Care, Community Engagement, and Equity Work

Oct 6th - Care and Engagement	October 7th - Equity and Care
<p>9:00: Welcoming Remarks</p> <p>9:15: Reconnecting to Abundance</p> <ul style="list-style-type: none"> ● Aiko Michot: Mindfulness Instructor <p>11:15: <i>Break</i></p> <p>11:45: The Power of Empathy: On Listening and Being Heard</p> <ul style="list-style-type: none"> ● Nethra Samarawickrema: Co-founder & Facilitator, The Lab for Listening ● Yuri Zaitsev: Co-founder & Facilitator, The Lab for Listening <p>12:45: <i>Lunch</i></p> <p>1:25: 15-Minute Yoga</p> <ul style="list-style-type: none"> ● Juliet Martine, Yoga Instructor <p>1:45: An Introduction to Asset-Based Community Development (ABCD)</p> <ul style="list-style-type: none"> ● April Doner: Faculty, ABCD Institute <p>3:00: <i>Break</i></p> <p>3:15: ABCD Interactive Session</p> <ul style="list-style-type: none"> ● April Doner: Faculty, ABCD Institute <p>4:00: <i>Break</i></p> <p>4:30: Live Peer Presentations</p> <p>5:00: End of Day 1</p>	<p>9:00: Welcoming Remarks</p> <p>9:15: Understanding and Confronting Power for Racial Equity</p> <ul style="list-style-type: none"> ● Yejin Lee: Equity & Justice Coach and Consultant <p>10:15: <i>Break</i></p> <p>10:45: This is How the Work Gets Done: Dismantling Everyday Racism in Libraries</p> <ul style="list-style-type: none"> ● Sofia Leung: Facilitator & Founder, Do Better, Be Better LLC ● Annie Pho: Head of Instruction and Outreach, University of San Francisco <p>11:45: <i>Lunch</i></p> <p>1:00: What is the Role of Radical Imagination in the Future of Public Libraries?</p> <ul style="list-style-type: none"> ● Ozy Aloziem: Equity Diversity and Inclusion Manager, Denver Central Library <p>2:30: <i>Break</i></p> <p>2:45: Equity and Belonging at Your Library</p> <ul style="list-style-type: none"> ● Amita Lonial: Assistant Library Director, Tacoma Public Library <p>3:30: Closing Remarks</p> <p>3:40: <i>Break</i></p> <p>4:00: Being Heard at Work: A Collective Space to Process and Heal</p> <ul style="list-style-type: none"> ● Nethra Samarawickrema: Co-founder & Facilitator, The Lab for Listening ● Yuri Zaitsev: Co-founder & Facilitator, The Lab for Listening <p>5:00: End of Conference</p>
<p>Both Days:</p> <p>Pre-recorded Peer Presentations and Message Boards available on platform</p>	

Presentation Descriptions

Day 1

Reconnecting to Abundance - Aiko Michot, Remembering True Nature

This workshop will use mindfulness exercises, writing prompts and reflective activities to guide participants into rediscovering and experiencing the inherent abundance that is readily available within themselves and their community.

Part 1: Restoring Self Connection

When we listen and attend to our basic needs of rest and self care, work can become an authentic offering that is sustainable and joyful. Join us in exploring some easy mindfulness techniques to increase energy, engagement, and resilience during the work day.

Part 2: The Gifts of Interdependence

Working together towards a shared vision can be a great source of enrichment and fulfillment in our individual lives! As a group we will focus on activities that restore trust and build connection within our community, shifting the collective perception from one of scarcity to one of abundance.

The Power of Empathy: On Listening and Being Heard - Nethra Samarawickrema & Yuri Zaitsev, The Lab for Listening

This session will focus on the transformative power of empathetic listening. It will explore why empathy matters in different spheres of life, at work, at home, and in our communities. Yuri and Nethra will share insights and frameworks from Nonviolent Communication (NVC) that support participants in deepening their understanding of what it means to listen and be heard. The session will also include guided activities and prompts that support each participant in deepening their abilities to listen.

An Introduction to Asset-Based Community Development (ABCD) - April Doner, ABCD Institute

Over the past year and a half, we have experienced perhaps more than ever in modern times the limitations of our institutions to creatively solve our most complex challenges. We have also experienced the importance of creative, people-led and community-centered initiatives to care for one another, effectively communicate critical information in ways, bolster local economies, and nurture our overall wellbeing. As we step into continually more uncertain times, Asset-Based Community Development (ABCD) offers time-tested practices that libraries, their staff and leaders can utilize to unlock the hidden capacities within their communities while partnering effectively with community members and groups. In this session, ABCD Institute Faculty April Doner cover a brief history of ABCD, the differences between a service-centered and a community-centered approach, the six community assets, and core asset-based practices.

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A second interactive session will follow in which participants can explore how to apply ABCD in their own unique context. (Max: 100 participants)

Live Peer Presentations:

***Hayward Public Library Book to Action w/ Sally Thomas, Supervising Librarian, Hayward Public Library
Sheila Burks, Manager of Equity & Inclusion, Alameda County Community Food Bank***

The Hayward Public Library and eight actively engaged community partners organized a robust series of events in conjunction with a community-wide reading of *Just Mercy: A Story of Justice and Redemption* by Bryan Stevenson, as part of the California Center for the Book's statewide Book to Action Equity Series in Spring 2021.

More than 200 community members registered for the program, in addition to systems-impacted youth enrolled in Hayward Adult School's Raising Leaders program; and local middle school students. We provided both English adult and middle school editions of the book; circulated the Spanish ebook edition; and hosted a book discussion of a related title for literacy learners. Programming highlighted the work of local organizations and leaders who promote racial equity and social justice, examining the essential components of sustainable communities, including equal and fair access to education, housing, health, employment, and food. In a "Community Voices" video series, two local community members shared their stories about how they were impacted by incarceration, and promoted civic engagement that reflects the Hayward Commitment for an Inclusive, Equitable, and Compassionate Community. In collaboration with the Riverside County Law Library and the Solano County Library, we featured presentations by California leaders in prison reform, including Eddy Zheng of the New Breath Foundation, and Rhodessa Jones and the Medea Project: Theater for Incarcerated Women.

Library Takeover: Nothing About Them Without Them w/ Derek Wolfram, Redwood City Public Library

Originated in the UK in 2015, brought to the US in 2017 by the Madison (WI) Public Library, and implemented by Redwood City Public Library in 2019, Library Takeover is a program that provides grants to groups of community members who are interested in collaborating with Library staff to design, develop, and deliver library programs, particularly those developed by and for members of communities who don't see themselves well-represented in existing programs. The program is designed to deepen community involvement in the development and implementation of library programs, which simultaneously empowers the community and brings a deeper level of authenticity to library events celebrating various cultures or topics.

Examples of RCPL Library Takeover programs included Transgender Day of Remembrance; Arte y Cafecito series (including Family Paint Night, Open Mic Night, and Drum Circle Night); Autism Goes to Work (a community resource fair/ employment fair for individuals with autism in Redwood City); and many others.

Library Takeover is a concept that can be scaled to a variety of communities of different sizes and characteristics, and put on by libraries of any budget. Library Director Derek Wolfram will share his

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perspective on RCPL's program design, funding approach, marketing strategies, outreach efforts, orientation and training for participants, selection processes, and program implementation efforts, as well as outcomes achieved and lessons learned.

Day 2

Understanding and Confronting Power for Racial Equity - Yejin Lee

In the world of Diversity, Equity & Inclusion (DEI), the word "Power" surfaces a lot, but many people/institutions don't know exactly how to operationally define, locate, strategically use, disrupt, or dismantle it. The gap that exists between an organization's or individual's espoused values and their actions suggests a need to more fundamentally understand how power functions in order to confront it for racial equity. During this one-hour event, Yejin Lee, an equity & justice coach and consultant, will provide an overview of power (with a focus on social/racial and positional powers), how they cause or compound racial harm to staff and visitors of color, and how to genuinely begin the humbling journey of embodying values of equity & justice.

This is How the Work Gets Done: Dismantling Everyday Racism in Libraries - Sofia Leung, Do Better, Be Better LLC; Annie Pho, University of San Francisco

This webinar will cover some of the core assumptions of libraries and explore racism's permanence and ordinariness within libraries. We will discuss examples of where and how racism and white supremacy show up in libraries. We will introduce some alternative frameworks to approaching library work and end with some recommendations and suggestions on how we can shift our work towards anti-racist practices.

What is the Role of Radical Imagination in the Future of Public Libraries? - Ozy Aloziem, Denver Central Library

Presently we are at a precarious point in history. Perhaps we've always been in one but this one feels particularly piercing. If this is our reality, a reality filled with global grief, fear & uncertainty, what kind of future is possible for us? Where is it we are actually trying to go and have we spent enough time imagining it?

It takes a lot of creativity to imagine a world that doesn't exist while living within the realities of a world filled with a tremendous amount of suffering and oppression. In 2020, DPL EDI Manager Ozy Aloziem and Colorado Poet Laureate Bobby LeFebre conceived of a radical imagination game as a part of Proyecto Sobremesa, a project that gathers and engages Black, Indigenous, and People of Color (BIPOC) artists and cultural workers in intimate dinners to discuss and plan a liberated future. They recognized a need for radical imagination, accountability, and collaboration in creating the communities and organizations we desire. The purpose of the game is to collectively practice radical imagination so that new innovative ideas and solutions can come to light. It's important to practice this muscle of radical imagination so that we can imagine and then create the

institutions we're all deserving of but that don't yet currently exist. This presentation will define what radical imagination is in both theory & praxis and why it is needed now more so than ever before. This workshop will also engage participants in practicing radical imagination. By activating radical imagination collectively, individuals begin to recognize that there are tangible steps that we can all take to really move in the direction of sustainable change.

Equity and Belonging at Your Library - Amita Lonial, Tacoma Public Library

In this session you will hear about strategies for normalizing, organizing, and operationalizing racial equity at all parts of a public library. Topics covered will include racial equity tools for policy and decision making, strategies for successful staff-led racial equity teams, and resources for how to initiate staff dialogue spaces at your library.

Being Heard at Work: A Collective Space to Process and Heal - Nethra Samarawickrema & Yuri Zaitsev, The Lab for Listening

(Max: 100 participants)

Do you have a hard time expressing yourself and feeling heard at work? Are you looking for places where you get to be real, to process, and heal with others who get the challenges you face?

Even amidst the increasing awareness of the importance of empathy and listening at work, many employees, particularly from historically marginalized communities, find it hard to freely talk about what's really going on for them amidst other co-workers. And yet, many of us are hungry for environments where we can be truly real and heard with empathy without having to perform.

In this session, we will create a safe space to talk about: 1) Healing from difficult experiences and relationships at work. 2) Empowerment at work where you learn to connect with your needs, find your voice, and express yourself. 3) Balancing work life with creative projects. 5) Burn out, self-care, and boundaries.

Pre-Recorded Presentations

It Shouldn't Be That Difficult: An Everyday Privacy Tool for All Info Workers - Megan Wong, Burlingame Public Library

Holding database vendors to high standards of privacy shouldn't be a difficult task. In this session, library and information workers at any level will learn how to conduct a privacy audit on a database vendor. Participants will also learn how to use their audit results to ask their vendor for actionable change.

Hidden Heroes How-To: Engaging in Social Justice & Local History with Library Resources & Free Software - Vi Ha, LAPL

Library patrons are extremely aware of inequities in our society and may be disheartened by the inaction mainstream society has towards bringing about social change. Learning about local heroes and historical locations in one's community helps engage people in creating a deeper understanding towards historical events and how these events create the culture we live in.

Tools people will learn from this video will include: engaging with newspaper databases, genealogy resources, local archives and then, with that research creating history assets that reflects their communities and their culture. Projects include coloring pages, oral history recordings, postage stamps, video documentaries and oral histories. These projects show an integration of history, archives, libraries, and makerspaces into a vehicle of creating greater representation and equity of access to local history.

Book to Action Monterey County - Francesca Garibaldi

More details soon!

Build Literacy Bridges: Leverage Community Partnerships to Design a Seamless Learner Experience - Lori Carducci & Julie Eseltine, Pleasanton Public Library

According to California Library Literacy Services (CLLS), approximately 16,000 individuals are tutored to read and write annually through a statewide network of member libraries. As a CLLS partner location, Pleasanton Public Library has a vibrant program and collaborates successfully with several community partners. Leveraging community partnerships has resulted in an expanded resource base for patrons, cross-organization referrals, and new or improved outreach efforts. We'll share our best tips and ideas for using community partnerships to expand service to adult literacy students.

Fake It Till You Make It: De-escalation Skillshares for Library Staff - Melissa Morrone & Diego Sandoval Hernandez, Brooklyn Public Library

Working with the general public can present a wide range of challenging scenarios. Library staff of all titles play a role in keeping ourselves, our coworkers, and our community safe from harm. Conflict is inevitable, but there are approaches we can take and concrete actions we can deploy to calm down a situation. Hear about how Brooklyn Public Library developed internal skillshares in order to learn more about de-escalation tactics and share our own knowledge and best practices with one other. This presentation is focused on public library scenarios but contains strategies relevant to all.

Bios:

Ozy Aloziem is an Igbo social worker deeply committed to collective liberation and social justice. Originally raised on Omaha land, she has been a visitor on Arapaho, Cheyenne, and Ute territories since 2015. Ozy is the Denver Public Library's first Equity, Diversity & Inclusion Manager. She is a 2021 Library Journal "Movers & Shakers" award winner for her racial equity research and advocacy. She is a well-regarded skilled facilitator & speaker and has served as a racial equity & racial healing consultant for several organizations across the nation. Ozy is a social work scholar & professor that is deeply committed to collective liberation and healing. As a critical Black feminist, she prioritizes racial and gender equity in her teaching, scholarship, and activism. She uses this focus to amplify voices of marginalized communities that are left on the fringes of research, public policy, and global conversation. She has been the lead researcher and equity consultant for several projects in over 4 countries, has presented at numerous conferences in various disciplines, and served as a UN Practicum Delegate for the United Nation's Annual Commission on the Status of Women in 2019. Ozy believes in engaging in critical research as a radical act of freedom. Presently, her research is centered around trauma-informed & culturally responsive community engagement, radical healing, and radical imagination.

Lori Carducci (she/her) is a Librarian at the Pleasanton Public Library, where she coordinates the adult literacy program, training volunteer tutors and matching them with adult learners from all over the world. Lori graduated from UC Davis in 1992 with a B.S. in Food Science. After an 11-year career as a product development scientist at The Clorox Company, Lori spent the next 12 years raising her children and volunteering in her community of Pleasanton. Lori brings a blend of organizational and management skills to her position in adult literacy, where she manages over 130 volunteers and 200+ adult learners.

April Doner (she/her/hers) is a connector and artist whose greatest joy is exploring neighborhoods to discover, connect and celebrate the capacities and productive work of residents. Her practice of Asset-Based Community Development began after college at Sarasota-based nonprofit SCOPE, where she spent four years applying models of change including ABCD and A Small Group. Her work there supporting resident-led neighborhood connection through SCOPE's Neighborhood Initiative was highlighted in John McKnight & Peter Block's book, *The Abundant Community*. Since 2010, she has deepened her practice of asset-based organizing through the development of Uprise Art Collective, as a connector-neighbor in Sarasota, FL, Grant, FL, and Indianapolis, IN in Clifton street neighborhood and with neighbors, staff and congregants associated with Broadway United Methodist Church. From 2017-2021, she led a national team providing ABCD training and developmental evaluation to the 24 recipients of the Institute of Museum and Library Services (IMLS) Community Catalyst Initiative. April currently consults, practices, and conducts trainings in Asset-Based Community Development.

She currently lives in Indianapolis with her 3 year old daughter Sophia and two cats and loves to swim, dance, cook, and support local community-led initiatives.

Julie Eseltine is an Information Services Librarian with the Pleasanton Public Library and a coordinator of Pleasanton Reads, the library's adult literacy program, serving over 200 students with the help of more than 100 volunteers. Julie is a graduate of Mills College (History, 2000) and San Jose State University (MLIS, 2009).

Vi Ha (she/they): After a 15-year career in library services, Vi Ha (Hà Thực Vi) (she/they) is the Librarian III responsible for the Octavia Lab, the award-winning DIY makerspace and audiovisual space named for science fiction legend Octavia E. Butler, located at the Los Angeles Central Library of the Los Angeles Public Library. The Octavia Lab, with its small collaborative staff is made up of a group of employees shared with other departments, who come together to help make prototyping and creative technology approachable and accessible by uplifting the community with the lab ethos of “creativity within reach”.

Yejin Lee (she/her) is a New York-based Korean-American equity & justice coach and consultant with over 12 years of experience in the NYC nonprofit sector as an organizer, fundraiser, staff advocate, and organizational design aficionado. Her primary mission as a coach is to support the liberation of people of color by guiding them in finding values-driven pathways for their careers and lives, and by building their capacity to strategize around and survive inequitable experiences within institutions. Her secondary mission is to reduce the harm experienced by people of color within institutions, and she does this through her leadership coaching services & organizational consulting practice.

Yejin received her BA from Boston College in History, American Studies, and African Diaspora Studies, has been trained by the *People's Institute for Survival and Beyond* in Undoing Racism, and has completed an equity-informed mediation basics training from *Resolutions Northwest*.

Yejin has previously created, facilitated, or been a part of the following events:

- Confronting Racism at Work: Strategic Self-Advocacy for People of Color
- Unfiltering the Fury: 3-Hour Workshop for White Managers on Reducing Racial Harm
- Decentering Whiteness: How Dafuq Do We Do That? with Jodi-Ann Burey
- Critical Connections: A Retreat for Asians for Racial Justice
- Values in Action: An Introductory Talk About Embodying Equity and Justice
- What Comes After: A Conversation with Yejin Lee on Strategic Planning After Experiencing Racial Microaggressions

Sofia Leung is a Chinese American librarian, facilitator, and educator, currently settled on Mashpee Wampanoag land. She is a founding editor at [up//root: a we here publication](#), and the co-editor of [Knowledge Justice: Disrupting Library and Information Studies Through Critical Race Theory](#). Sofia holds a Master's in Library and Information Science and a Master's in Public Administration, both from the University of Washington, and her B.A. in English from Barnard College.

Amita Lonial (she/her/hers) is the Assistant Library Director for Tacoma Public Library. She has worked in public libraries for nearly a decade focusing on programming and marketing. Prior to becoming a librarian she spent 8 years in the non-profit sector organizing for racial and economic justice. She is deeply committed to exploring how libraries can create racially just and equitable community through public programs and services. She currently serves on the PLA Board of Director's and PLA's Equity, Diversity, and Inclusion (EDI) Taskforce.

Juliet Martine fell in love with yoga as a teen and hasn't stopped moving since! Her mindful movement journey led her to pursue a degree in Public Health Science, and through various teacher training programs to become a registered Kundalini & Hatha Yoga Instructor, a certified Pilates Mat Instructor, a certified Accessible Yoga Instructor, and to currently serve as Wellness Facilitator for the San Mateo Adult School. Juliet encourages her students to develop their body-mind-spirit awareness which in turn leads to better mental clarity, physical flexibility, increased strength, and lower levels of stress. She can be found teaching Pilates Mat and Yoga classes at recreation centers throughout the Bay Area. In addition to her health & wellness work, she is a Burlingame Public Library staff member, working in Circulation and assisting in Technical Services.

Melissa Morrone is Supervising Librarian in the [Shelby White and Leon Levy Information Commons](#) at Brooklyn Public Library and co-chairs BPL's Community Justice Action Committee. Melissa is also the editor of *Informed Agitation: Library and Information Skills in Social Justice Movements and Beyond* and *Human Operators: A Critical Oral History on Technology in Libraries and Archives*, both from Library Juice Press.

Annie Pho is the Head of Instruction and Outreach Department at the University of San Francisco. She has a Bachelor's in Art History from San Francisco State University and a Master's in Library Science from IUPUI. She is the co-editor for the book *Pushing the Margins: Women of Color and Intersectionality in LIS*, as well as the co-editor of the *Critical Race and Multiculturalism Series* for Library Juice Press. She was a 2013 ALA Emerging Leader, a participant in the 2014 Minnesota Institute for Early Career Librarians, the recipient of the 2018 JCLC Rising Star award for APALA, and in 2019 she received the ACRL WGSS Significant Achievement Award for her work on the book, *Pushing the Margins: Women of Color and Intersectionality in LIS*.

Nethra Samarawickrema, PhD, is an anthropologist, coach, and writer based in Sausalito, California. Her work is grounded in a unique method that combines Nonviolent Communication (NVC), ethnography, and design thinking. She has a PhD in anthropology from Stanford University and has been practicing Nonviolent Communication for 22 years. She has taught at the Stanford d.School, alongside her collaborator Yuri Zaitsev, with whom she co-founded the Listening Lab.

Through her coaching practice she brings the transformative capacity of empathy to help people discover their needs. She provides a space where people can access what they most want to bring into their lives but have

been blocked from realizing. She supports them in developing an internal compass where they follow the yes by following what brings them pleasure and joy. She has found that when her clients access what matters most to them, dramatic transformations happen.

Diego Sandoval Hernandez (he/him) is the Supervising Librarian for [Jail and Prison Services](#) for Brooklyn Public Library. He believes strongly in access for underrepresented communities and multilingual programming.

Since 2014, **Derek Wolfgram** has been the Director of the Redwood City Public Library, where he gets to spend every day collaborating with tremendous partners from local government, the business community, the nonprofit sector, and local school districts. He also focuses his energy on the Library's work to support equity, diversity, and inclusion for all people in the community, as well as creating experiences to help people share the joys of literacy and learning. Since earning his Master of Library Science degree from Kent State University, Derek's 25 year career in public libraries has also included management and administrative roles at Denver Public Library, Butte County Library, and Santa Clara County Library District. Derek is past President and past Treasurer of the California Library Association, and the winner of CLA's Outstanding Librarian in Support of Literacy award in 2009. He serves as a member of the PLA Leadership Development Committee, a member of the Redwood City Chamber Education Committee, a Community Advisory Board Member for the San Mateo County Pride Center, a member of the Welcoming Redwood City Working Group of Redwood City Together, and Treasurer for Redwood City International.

Megan Wong works for the Burlingame Public Library in California. She has been in public libraries for over 15 years with a focus on technology, IT, and now privacy. She enjoys baking with lots of butter, fixing computers, reading fantasy and science fiction, riding bikes with her daughter, and snuggling with her rescue pup.

If you'd like to learn more about privacy and/or become active in the anti-surveillance library community, please consider joining the Library Freedom Project. The LFP Crash Courses are a really great place to start. <https://libraryfreedom.org/crashcourse/>

Yuri Zaitsev is a human-centered design consultant for corporations and governments, big and small, around the world: from Fortune 500 tech companies in Silicon Valley to banks serving small villages in Uganda. He specializes in healthcare as previous Lead of Concept Development of Advanced Manufacturing in Stryker, and now focuses on creating designs that promote physical, emotional, and mental wellbeing. He has lectured alongside Nethra Samarawickrema at Stanford University's d.School.