North Dakota State Library

Flickertale

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Mental Health First Aid For Librarians

Submitted by Al Peterson

As librarians, we are in contact with people every day, on their good days and bad. Unfortunately, some of our patrons may be suffering from a mental health crisis, and we find ourselves in the position to try to help them.

Through a partnership with the Department of Human Services, the North Dakota State Library is offering Mental Health First Aid for Librarians. This eight-hour course (two hours on your own, six hours online class) will provide you with the knowledge and skills to identify, understand, and respond to signs of mental health and substance use challenges among adults. This training is a certification course, and the certification is good for three years.

Through this course, you will learn:

- Common signs and symptoms of mental health challenges
- Common signs and symptoms of substance use challenges
- How to interact with a person in crisis
- How to connect a person with help
- Expanded content on trauma, substance use, and self-care

This online course is scheduled for June 8th. We are limiting the class to 15 attendees, and there is no cost for participants. More information, including registration, to come. If you have questions, please feel free to reach out to me at **alpeterson@nd.gov**.

Virtual Town Hall Event For ND Libraries

March 29, 2022, at 2:00 PM Central Time

The North Dakota State Library (NDSL) is hosting a live virtual town hall on Tuesday, March 29, at 2:00 PM Central Time to discuss the services that NDSL provides to libraries of all types. This hour-long discussion will include time for questions and comments.

Topics include, but are not limited to:

- STEAM/STEM Kits
- Talking Books
- Online Library Resources
- Interlibrary Loan
- Librarian for the Day
- Digital Horizons
- Professional Development Opportunities

If you would prefer to ask your questions or comment anonymously, you can fill out the form at **https://forms.office.com/g/bNa656w3H2**.

Register to attend at **http://bit.ly/NDSLTownHall3**.

Free Grant Writing Workshop Coming Up In May

Want to hone your grant writing skills? Would you like to know how to get funders to sit up and take notice of your proposals?

Whether you're a beginner or whether you've written a few grants but want to improve, **Grant Writing for Every Occasion** is a free online workshop just for you! This two-day event will be held on May 4-5, 2022. It's brought to you by the Wyoming State Historical Records Advisory Board and the Wyoming State Library (WSL).

Grant writing is no secret – it's a learned skill. This workshop will help you master the logic and preparation needed for success. Learn tips, tricks, and pitfalls of grant writing, plus where to find help. We'll discuss the elements of a proposal and how to develop, prepare, and present a compelling case.

Pre-register here to be notified when meeting links and a full agenda are available.

Can't attend live? Sessions will be recorded, so please register and you'll be notified when the recordings are available.

Questions about Grant Writing for Every Occasion may be directed to Susan Mark at **susan.mark@wyo.gov** or (307) 777-5915.

Middle Management and Human Resources Trainings

Submitted by Abby Ebach

Continuing education is important for all staff, but especially so those who are looking to develop their leadership skills. Stepping into a leadership role for the first time can be difficult. The trainings below (both paid and free) can assist staff as they make that transition or take on more responsibility in the library.

Live:
Human Resources Crash Course for Library Managers; ALA eLearning Solutions
3-part live webinar series May 2022 ($189)
https://elearning.ala.org/local/catalog/view/product.php?productid=327

Recordings:
All Things to All People: Navigating Middle Management; ALA Core
2021 Recording ($59)
https://www.ala.org/core/all-things-to-all-people-navigating-middle-management

Affecting Change in Middle Management Role; ALA Public Library Association
2021 Recording (Free)
https://www.ala.org/pla/education/onlinelearning/webinars/ondemand/affecting

Tips and Tricks for Difficult Conversations (part 2 of a 4-part series on leadership and management); ALA Core
2021 Recording ($79)
https://elearning.ala.org/local/catalog/view/product.php?productid=149

Training New Supervisors for Success: Don't Start from Scratch; ALA Learning Round Table and WebJunction
2021 Recording (Free)
https://www.webjunction.org/events/webjunction/training-new-supervisors-for-success.html

From Librarian to Proficient Manager: Uncovering the Transitional Journey; WebJunction
2014 Recording (Free)
https://www.webjunction.org/events/webjunction/from-librarian-to-proficient-manager.html

Above and Beyond: Developing a Culture of Organizational Citizenship
2016 Recording (Free)
https://www.webjunction.org/events/webjunction/developing-a-culture-of-organizational-citizenship.html

Human Resources Management 101; Universal Class
16 Lesson Course (Free)
https://www.universalclass.com/northdakotastatend

Equity, Diversity, and Inclusion

By Tammy Kruger

Unconscious Bias

Psychology Today defines bias as “a tendency, inclination, or prejudice toward or against something or someone” (para. 1, n.d.). Bias can be negative or positive and is often formed through personal and second-degree experiences. Everyone holds bias, many unconsciously so!
What are Different Types of Bias?

“19 Unconscious Biases to Overcome and Help Promote Inclusivity” (2021) outlines different types of bias. To avoid writing a novella, I will mention the ones most likely to occur towards patrons and library personnel in the library setting.

1. **Gender bias/sexism**: Gender bias involves showing preference for one gender (or gender identity) over others.
2. **Ageism**: Ageism refers to discrimination against others based on their age. Older individuals are more often targeted by this; however, younger people can certainly experience it, as well.
3. **Name bias**: Name bias is a tendency to show preference over certain names, particularly Anglo-sounding names.
4. **Beauty bias/Lookism**: In beauty bias, people who are deemed as “more attractive” are viewed more favorably in their abilities and personality, as well.
5. **Conformity bias**: Conformity bias entails changing one’s opinions or behaviors to match those of the larger group.

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Outdoor Games: Green

This kit comes with three outdoor games designed to help patrons of all ages hone their math and science skills by keeping score, measuring probability, and mentally calculating angles, distance, force, and momentum. Games help develop new brain cells and assist in number and shape recognition, grouping, counting, visual perception, hand-eye coordination, and manual dexterity.

Outdoor Games: Green contains the games Dominos, Ladder Toss, and Kubb, which highlight different skills at different difficulty levels. To learn more about NDSL’s STEM kits, visit the **STEM Kit LibGuide**.

Kits can be checked out for eight weeks and reserved up to one year in advance. No more than three kits can be checked out at one time. This kit can only be checked out to libraries and educational institutions and are not for individual circulation. Kits for schools or classroom use need to be checked out by the Library Media Specialist. To see when this kit is next available, check out **KitKeeper**.

THE ALA COVID LIBRARY RELIEF FUND

The American Library Association (ALA) announced on March 16 that it will make available $1.55M in emergency relief grants to more than 75 libraries that have experienced substantial economic hardship due to the coronavirus pandemic. The ALA COVID Library Relief Fund invites public, school, academic, tribal, and correctional libraries across the United States and US Territories to apply for grants of $20,000.

These funds are intended to bolster library operations and services, including broadening technology access, developing collections, providing digital instruction, staffing, and expanding outreach, as well as maintaining and amplifying existing service strategies or adding new ones to extend impact through the end of 2022. Grant applications will be accepted online through April 21, 2022, via the **ALA website**.

Digital Horizons has several new and exciting updates to share. What is **Digital Horizons**? It is an online resource for thousands of images, documents, videos, and oral histories depicting life on the Northern Plains. Digital Horizons is consistently named one of the **Best State Genealogy Websites** by Family Tree Magazine.

Digital Horizons is a website and consortium. Members include Concordia College Archives, NDSU Libraries, ND State Archives, Prairie Public, Bismarck Veterans Memorial Public Library, and more! The North Dakota State Library (NDSL) is also a member, and the Digital Horizons website is where NDSL's digital collections live.

First and foremost, several updates have been made to the Digital Horizons website.

Getting in touch with Digital Horizons is now easier than ever. A new **Contact page** has been created. This page lists the Digital Horizons email and contains a form to submit comments or questions.

Pertinent text has been added to the **About page** to help explain a little more about Digital Horizons. The **Contributors page** has been simplified, and the page has been updated to reflect the consortium's new members. Grand Forks Public Library and Bowman Regional Public Library have recently joined the consortium, and they are working hard to add digital content to their collections.

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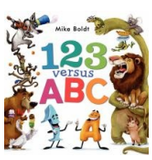
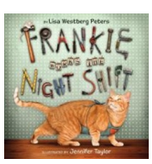
Alphabet and Counting Books

"A-B-C. Easy as 1-2-3." The Jackson 5

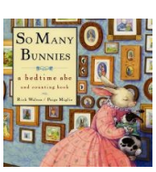
For this week's Teaching Tidbit, I am speaking to my early childhood teacher-librarians, especially those who teach preschool and kindergarten students. The North Dakota State Library offers a variety of different alphabet and counting materials for checkout. A handful are spotlighted below:



First, Mike Boldt's "123 Versus ABC." Letters and Numbers are at odds with one another in this comical tale! Both groups think they are the stars of the show, and so continue to try and one-up each other. Who will rise as victorious?



Second, "Frankie Works the Night Shift" by Lisa Westberg Peters. Frankie, the cat, patrols his family's hardware store at night. What kind of mischief might this nocturnal feline get into? Spare text and brilliant pictures bring this story to life!



Third, "So Many Bunnies: A Bedtime ABC and Counting Book" by Rick Walton. School Library Journal mentions, "Mother Rabbit lives in a shoe, but unlike her famous predecessor, she knows exactly what to do with her 26 offspring. After feeding them broth and carrots, she puts them all to bed in some rather strange places, leading readers through her house and garden as well as the alphabet."

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As the saying goes, nothing can be said to be certain except death and taxes. While we can't do anything about death, ND TAX can help you assist your patrons with taxes. The website for ND Tax is straightforward in its layout and provides a one-stop-shop for everything related to North Dakota Tax. If you have patrons looking for state tax forms, direct them to the ND Tax website or access it yourself

and print them out for them. Your patrons can set up an ND TAP (Taxpayer Access Point) that will provide them with a means of paying online, filing online, changing addresses, and much more.

I encourage you to check out the ND Tax website **https://www.tax.nd.gov/** and see how this website can help your patrons looking for tax forms or state tax information.

News, Grants, and Webinars

Financial Literacy: Help patrons navigate the rapid...

Dan Karr has been a CEO or Vice President for high-technology companies for over 20 years. While working as a Senior Vice President of Marketing and Sales for a technology company, Dan was seriously injured while commuting to work.

Read more
www.nicheacademy.com

Ignite My Future in School: Engage Students in...

Looking for creative ways to get your students thinking? Learn how computational thinking can make an impact in your classroom. Computational thinking is where creativity meets tech, with a twist of problem solving.

Read more
home.edweb.net

Do you have thoughts, concerns, or questions about the Flickertale?
Please let us know by filling out this form - all responses are anonymous.

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