

2019 Summer Summit

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*North Dakota
State Library*

2019 Summer Summit Schedule

- ▶ 10:00-10:15: Introductions and Ice Breaker
- ▶ 10:15-12:15: Library Vision Focus Group
- ▶ 12:15-1:00: Lunch and Awards
- ▶ 1:00-2:00: Census 2020 and You
- ▶ 2:10-3:00: **New Standards for Public Libraries**
- ▶ 3:10-4:00 Equity, Diversity, and Inclusion in Library Collections

- ▶ As time permits: Niche Academy and Mango Languages

Library Vision 2020 Goals (current)

- ▶ **Goal A:** Assure equitable access to information resources and library services throughout the state
- ▶ **Goal B:** Enhance library resources in a variety of formats
- ▶ **Goal C:** Enrich lifelong learning
- ▶ **Goal D:** Advocate for reading and the personal enrichment of library patrons
- ▶ **Goal E:** Strengthen the North Dakota State Library in its leadership role of coordinating, enriching, and providing awareness of library programs and services

STAR and Wheelie Awards

Tier 1 (Total Operating Expenditures < \$10,000)

- ▶ Elgin Public Library
- ▶ Killdeer Public Library
- ▶ Stanton Public Library

Tier 2 (Total Operating Expenditures \$10,000-\$24,999)

- ▶ Maddock Community Library
- ▶ Mott Public Library
- ▶ Velva School & Public Library

Tier 3 (Total Operating Expenditures \$25,000 - \$99,999)

- ▶ Beulah Public Library
- ▶ Hebron Public Library
- ▶ Lisbon Public Library

Tier 4 (Total Operating Expenditures \$100,000 - \$499,999)

- ▶ Divide County Public Library
- ▶ Griggs County Library
- ▶ Hazen Public Library

Tier 5 (Total Operating Expenditures >= \$500,000)

- ▶ Bismarck Veterans Memorial Public Library
- ▶ Dickinson Area Public Library
- ▶ Fargo Public Library

Wheelie (Bookmobiles)

- ▶ Ward County Public Library

Census 2020 and You

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Road to the 2020 Census

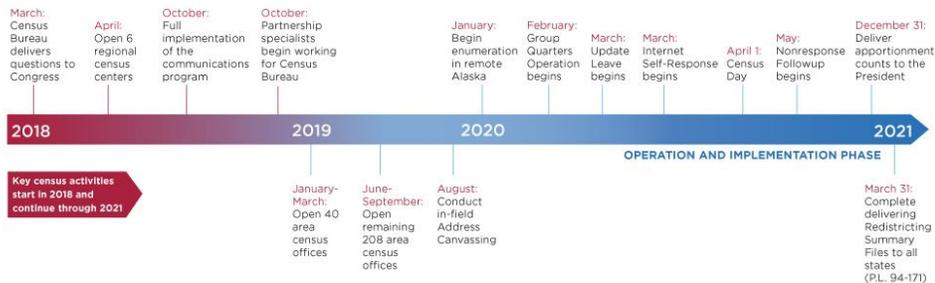
2020 Census Operational Timeline



Key census activities start in 2018 and continue through 2021

Road to the 2020 Census

2020 Census Operational Timeline



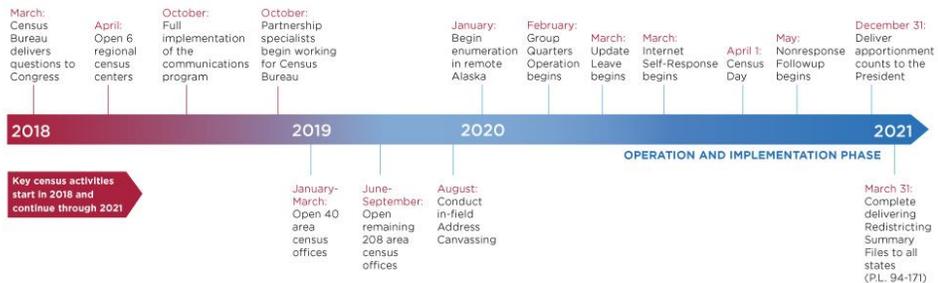
United States
Census
Bureau

U.S. Department of Commerce
Economics and Statistics Administration
U.S. CENSUS BUREAU
[census.gov](https://www.census.gov)

- ▶ Census is taken every 10 years; it informs things like State Aid amounts, Strategic Planning, drawing of political districts, and allocation of funding such as our Grants to States dollars from IMLS and other federal programs.
- ▶ 2020 is the first Census to accept online responses. Participants can also respond via phone or mail.

Road to the 2020 Census

2020 Census Operational Timeline



United States
Census
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U.S. Department of Commerce
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U.S. CENSUS BUREAU
[census.gov](https://www.census.gov)

- ▶ People mark where they are living as of April 1, 2020 (or when they complete the form). This includes college students, transient workers, military families and the homeless, including “couch surfers”.
- ▶ Incomplete forms can be submitted
- ▶ In May 2020, Census takers will begin following up with colleges/universities and households that have not responded.

Hard-to-Count groups

Hard to Count Groups:

- ▶ Children <5 years
- ▶ Tribal Communities
- ▶ Immigrants
- ▶ Homeless Individuals

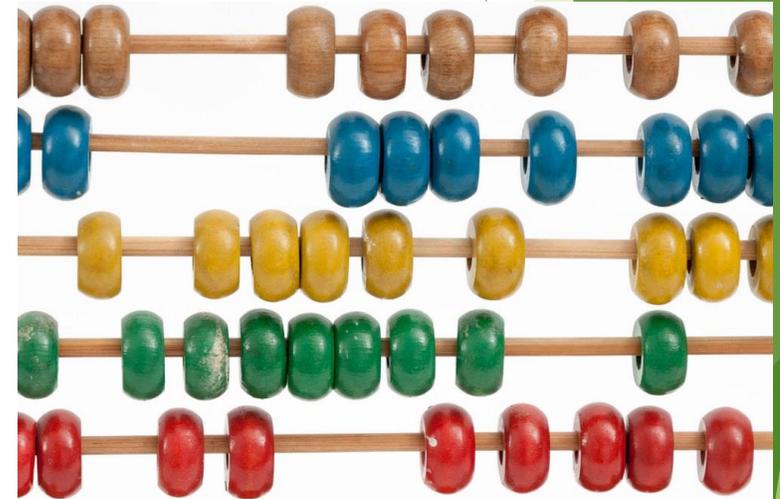


Why are these groups hard to count?

- ▶ Privacy concerns
- ▶ Lack of access

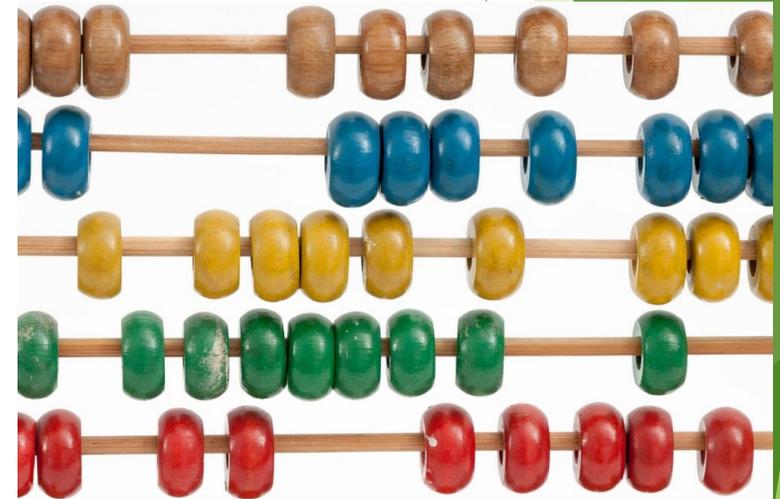
What your library can do

- ▶ Help share information about the Census including privacy regulations and important dates. Census Information may not be shared with law enforcement or with any agency that deals with immigration status; it can only be used by the Census Bureau to create statistics.
- ▶ Familiarize yourself with the online completion form to assist patrons with their response. Be friendly to volunteers helping people fill out the census.
- ▶ Help reach hard-to-count populations in creative ways such as hosting a count event.



What your library can do

- ▶ Remind people that there are census scams out there and that it does not cost anything to complete the census.
- ▶ Consider adding books on the importance of the census. One kids book is “We Count” by the organization Simply Put.
- ▶ Reach out to your local or state level Census office and [Complete Count Committees](#); volunteer to serve on your communities Complete Count committee



Census 2020 Resources

- ▶ [ALA's Libraries' Guide to the 2020 Census](#)
- ▶ [ALA's 2020 Census page](#)
- ▶ [2020 Census: Key Facts for Libraries](#)
- ▶ [Libraries and the 2020 Census](#)
- ▶ [Official 2020 Census website](#)
- ▶ [Sign up for informational newsletters](#)
- ▶ [Interactive Map of Hard to Count areas](#) (zoom in to see where libraries are located)
- ▶ [Interactive ROAM map](#) (find your county to see 2010 census information)
- ▶ [Find a Complete Count Committee in your community](#)

New Standards for Public Libraries

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Out with the old, in with the new

- ▶ 5 service population tiers are gone
- ▶ Also gone are the formula/ %/ per capita standards

Why the change?

- ▶ Many standards weren't working
- ▶ Low compliance
 - ▶ 2016* = 3
 - ▶ 2017 = 28
 - ▶ 2018 = 23
 - ▶ 2019 = N/A (likely 20ish)
- ▶ Attainable and aspirational standards were needed

The new format

- ▶ Developing
- ▶ Excelling
- ▶ Future-Focused

The new format

Developing

	Standard:	Reference:	Yes	No
D1	Library building meets ADA Accessibility Guidelines.	http://bit.ly/2QqWBxj		
D2	Library has an identifying sign outside of the building.			
D3	Library has the hours it is open posted on the entrance.			

New Stuff

- ▶ Policies
- ▶ Job descriptions
- ▶ Performance reviews
- ▶ Programming
- ▶ Conferences
- ▶ Outreach

Compliance and Library Vision Grants

- ▶ Developing
 - ▶ LV eligible
- ▶ Excelling
 - ▶ LV eligible + certificate
- ▶ Future-Focused
 - ▶ LV eligible + plaque

Important Information

- ▶ Compliance with the Developing level is needed by the end of 2019
- ▶ 3 levels do not impact LV grant matching

Annual Report (PLS)

- ▶ Compliance/ eligibility determined by annual report
- ▶ The next annual report will be different
 - ▶ New questions in the Standards section
 - ▶ Mostly yes/no questions

Where to find the Standards

- ▶ NDSL homepage (library.nd.gov) >>
Services for Libraries and Education >>
NDLCC Standards for Public Libraries (pdf)
- ▶ library.nd.gov/publications/ndlccstandards.pdf

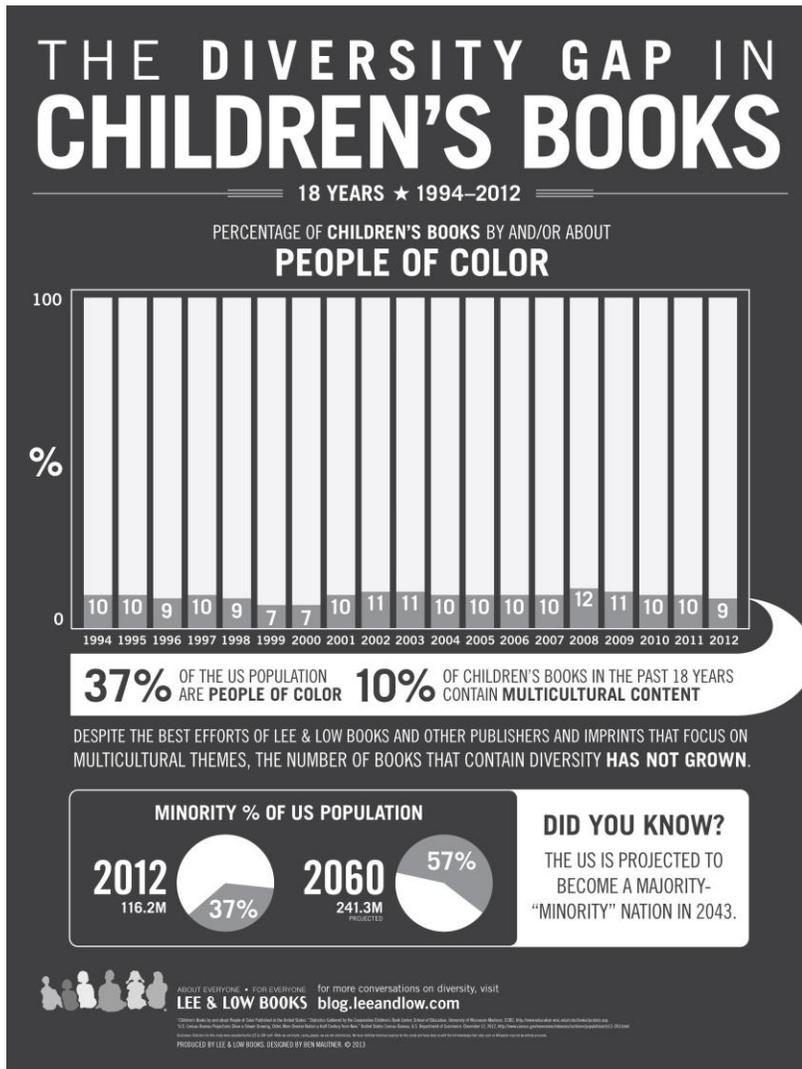
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Equity, Diversity, and Inclusion in Library Collections

What does EDI mean?

- ▶ Equity: Recognizing that some groups are/were disadvantaged and are therefore underrepresented or marginalized in many institutions
- ▶ Diversity: The sum of the ways that people are both alike and different— what makes people unique
- ▶ Inclusion: Creating an environment where all are treated fairly and respectfully

Why we need EDI



“When children cannot find themselves reflected in the books they read, or when the images they see are distorted, negative, or laughable, they learn a powerful lesson about how they are devalued in the society of which they are a part.”

-Rudine Simms Bishop

What EDI is not...

- ▶ White
- ▶ Cisgender (identity and gender correspond with birth sex)
- ▶ Heterosexual
- ▶ Christian
- ▶ Neurotypical
- ▶ Able-bodied
- ▶ American
- ▶ Nuclear Family

Collection Development: Ordering Books

- ▶ Before ordering books, check and see how many diverse books you have added to your cart and browse a diverse awards list or two:
 - ▶ [Coretta Scott King Award](#)
 - ▶ [Pura Belpré Award](#)
 - ▶ [Asian/Pacific American Award for Literature](#)
 - ▶ [Middle East Book Award](#)
 - ▶ [American Indian Youth Literature Award](#)
 - ▶ [South Asia Book Award](#)
 - ▶ [Rainbow Project Reading List](#)
 - ▶ [Américas Book Award](#)
 - ▶ [Tomás Rivera Book Award](#)
 - ▶ [Notable Books for a Global Society](#)
 - ▶ [Ezra Jack Keats Book Award](#)
 - ▶ [Freeman Book Awards](#)
 - ▶ [Walter Dean Myers Award for Outstanding Children's Literature](#)
 - ▶ [Stonewall Book Awards](#)

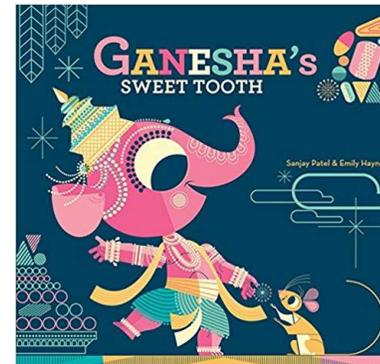
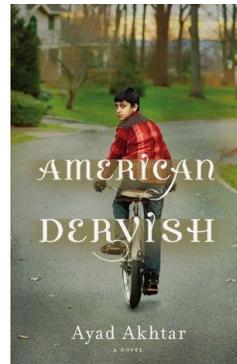
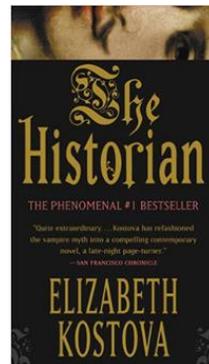
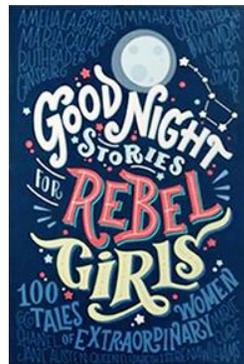
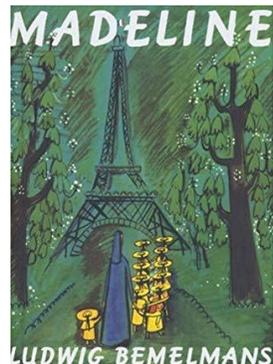
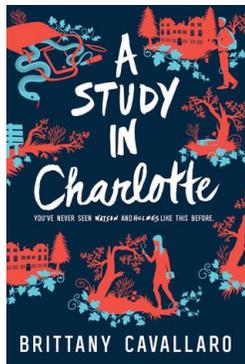
Collection Development: Ordering Books

Gender of Main Character

- ▶ Look for characters doing things that are “not traditionally” their gender. Ex. female construction worker, male dancer
- ▶ Stereotypes to avoid: “Refrigerating females,” “not like other girls”

Non-Christian Religions

- ▶ Your collection can represent a wide variety of religions. Be aware that not all Jewish books should be about the Holocaust



Collection Development: Ordering Books

Physical and Mental disabilities

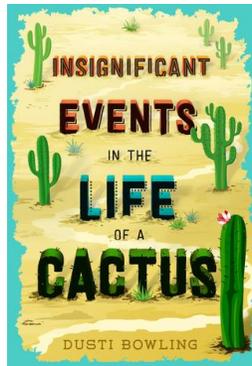
- ▶ Not all books should be about living with or “overcoming” a disability.

LGBTQ+

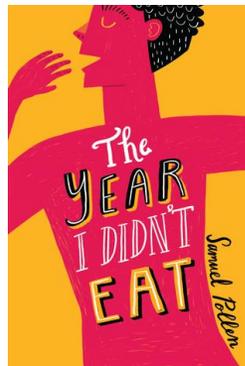
- ▶ Be careful that not all books are about coming out
- ▶ Trope to Avoid: Killing the Gays



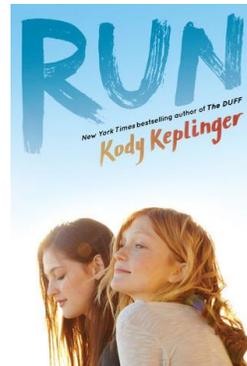
(Autism)



(Physical Disability)



(Anorexia)



(Blindness,
LGBT)



(Nonbinary)



(LGBT)

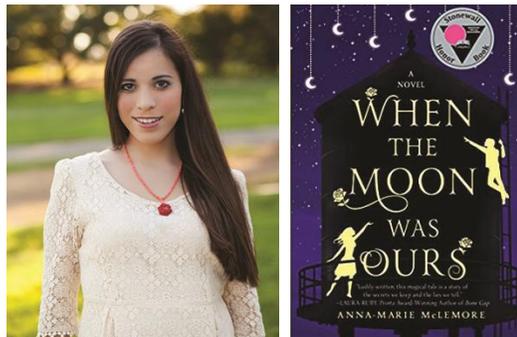


(Transgender)

Collection Development: Ordering Books

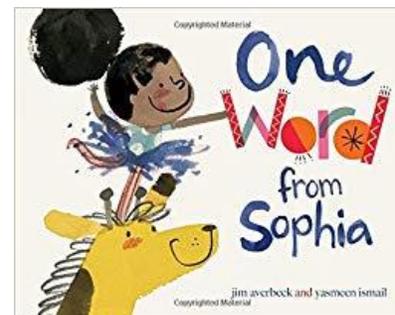
Own Voices

- ▶ Books what are written by authors of a marginalized group that are a part of that group



Ethnicity of Main Character

- ▶ Are African-American, Asian, Latino and other ethnicities represented in your collection?
- ▶ Tropes to Avoid: Noble Savage, White Savior, Magical Negro, Mystical Shaman
- ▶ Stereotypes to avoid: Angry Black Women, Colored youth being gang members



Collection Development: Diversity Audit

- ▶ Run a shelf list of your intended collection and import it into Excel
- ▶ Create a category count heading (M/F main character, African American, Asian, Latino, or White Main Character, Own Voices, Person with Disabilities, LGBTQ, etc.)
- ▶ Research each title and mark it on the excel sheet
- ▶ Calculate the number of titles in the category and divide it by the titles in the collection. This will give you the percentage of the collection represented by each category.
- ▶ For a more thorough walkthrough, check out SLJ's Teen Librarian Toolbox [Doing a YA Collection Diversity Audit](#)

Collection Development: Other Things to Consider

- ▶ Your collection should include books with diverse authors as well as main characters.
- ▶ Examine your own internalized biases and privilege.
- ▶ You don't want to reflect only your local community. You want to help your community foster an informed world view.



Collection Development: Other Things to Consider

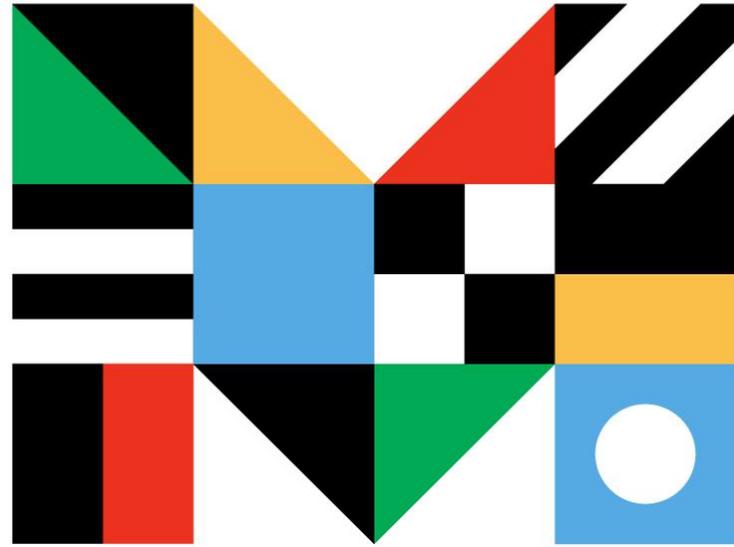


Those looking for diverse materials may not feel comfortable asking a librarian for help—

Make titles accessible in multiple ways such as reading lists and catalog subject headings

EDI Resources/ Further Reading

- ▶ [EDI: An Interpretation of the Library Bill of Rights](#)
- ▶ [ALA Equality, Diversity, and Inclusion page](#)
- ▶ [ALA Office for Diversity, Literacy, and Outreach Services](#)
- ▶ [Writing a Diversity Plan](#)
- ▶ [SCSL EDI Guides and Best Practices](#)
- ▶ [EDI example videos](#)
- ▶ [Windows and Mirrors: Why We Need Diverse Books](#)
- ▶ [Beyond Good Intention: Selecting Multicultural Literature](#)
- ▶ [I'm Here. I'm Queer. What do I Read?](#)
- ▶ [American Indians in Children's Literature](#)
- ▶ [Doing a YA Collection Diversity Audit](#) From SLJ's Teen Librarian Toolbox



MANGO

Mango Languages

- ▶ 70 world languages
 - ▶ Arabic, Chinese, French, German, Russian, Japanese, Spanish, and more!
- ▶ 21 English courses
 - ▶ English for speakers of Arabic, Chinese, French, German, Greek, Japanese, Korean, Spanish, Turkish, and more!

Mango Languages

- ▶ User-friendly
- ▶ Focused lessons
- ▶ Browser and app options
- ▶ Public or NDSL card needed



The image shows the Mango Languages logo, which consists of a colorful geometric design of squares and rectangles in black, white, red, yellow, and blue. Below the logo is the word "MANGO" in a bold, black, sans-serif font. To the right of the logo is a smartphone displaying the Mango Languages app interface. The app screen shows a search bar at the top with the text "Pick a Language" and a list of popular languages below it: Spanish, Latin American (Español (América Latina)), French (Français), English (English), Japanese (日本語), and German (Deutsch). Each language is represented by a circular icon with a small graphic. The background of the app interface is white with a light gray border. The entire graphic is set against a background of green and yellow geometric shapes.

Language-learning centered around you.



Resume Learning

1 Introductions

2 Connections

3 Community

4 Lifestyle

5 Ambitions

Specialty

Topic-based courses that are shorter in overall length.

Spanish for Librarians

Brought to you by: **North Dakota State Library**

Learn Spanish (Latin American)

1 Introductions

0% Complete

Chapter 1 Salutations and Small Talk

1 2 3 4 5 6 7 Listening

Reading Recap

See Conversational and Grammar Goals



Review



Caught up with review.
Come back tomorrow.



NICHE
ACADEMY

Niche Academy

- ▶ Continuing Education Database
 - ▶ Video tutorials, webinars, full courses
- ▶ Organized into helpful categories
 - ▶ Social Media Basics, Library Directors, Computer Basics, Genealogy, NDSL Databases, etc.

Niche Academy

- ▶ Requires no login
 - ▶ Free accounts are available for tracking and saving
- ▶ Courses are at your own pace
 - ▶ No time limit
- ▶ To access:
 - ▶ NDSL website (library.nd.gov) >> Databases tab



North Dakota State Library Academy



Google Photos – Save and Share Your Favorite Memories



Homelessness - Addressing the issues



How To Handle Angry Customers



How to Start a Friends Group



Instagram – Share Your Moments



Internet Safety

Library Development

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