



Community, Equity, and Storytimes

CiKeithia Pugh, Early Learning Program Manager, The Seattle Public Library

Betha Gutsche, WebJunction Programs Manager, OCLC

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Equity and Supercharged Storytimes



Supercharged Storytimes training

- Based on VIEWS2 research methods & tools
- 2015 pilot research-to-practice
- *Missing piece:* connecting with families who were not already coming to storytimes

Supercharged Storytimes
– the next generation

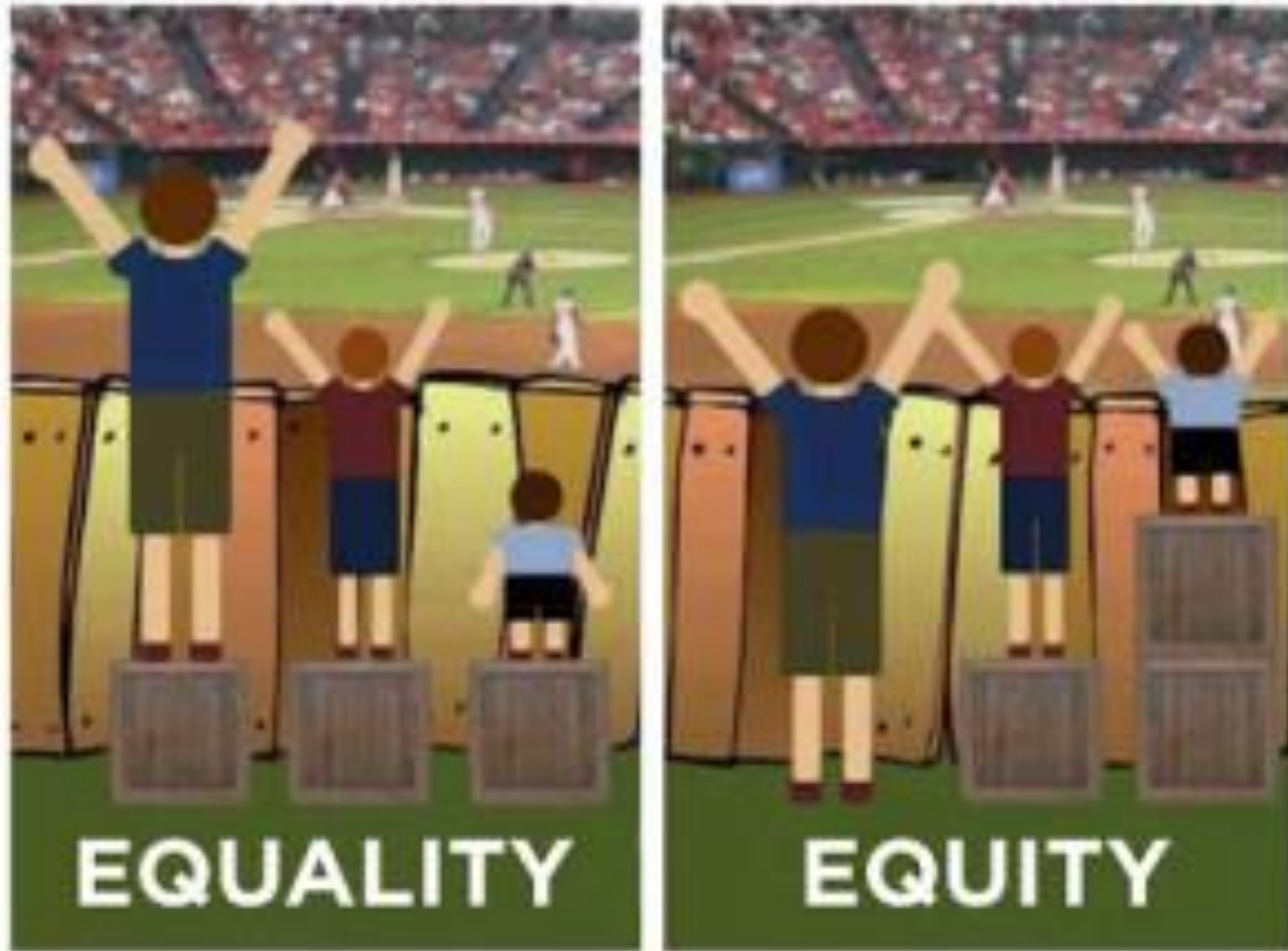


“Libraries have an attendance gap that echoes
the achievement gap [in schools]
...and that is a gap that you should find
unacceptable.”

—offered with love for libraries by Ralph Smith, Senior Vice-
President of the Campaign for Grade-Level Reading

The Equity Framework

Access & Inclusion ≠ Equity



Building An Equity Framework

Racial Equity

Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities not just their manifestation. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them. *(Center for Assessment and Policy Development)*

Inclusion

Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power. *(OpenSource Leadership Strategies)*

Diversity

Diversity includes all the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from another. *(UC Berkeley Center for Equity, Inclusion and Diversity)*

From Guest to Host

Sandy Hilal – The Living Room Project

- Hosts are owners of their own story.



Photos: screenshots from Boden Living Room video on [YouTube](#)

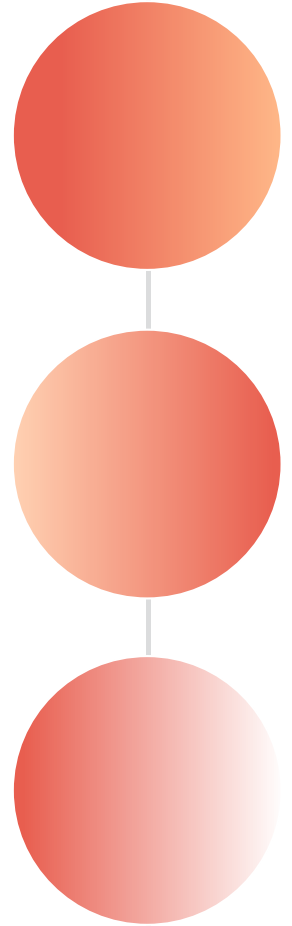


How does the library
empower community
members to be
hosts?

—OR—

How can you become
a **guest** in your
own library?

The Institutional Approach to Equity



Group Discussion

What are the opportunities in your library?

Pathway to Equitable Programming

Decide

Identify Local Priorities

Highlight your community assets. In conversation with internal and external stakeholders, identify 1-2 priorities

Listen

Build Relationships

Create connections with community members. Be alert to partnership possibilities and changes affecting service needs.

Implement

Deliver Services

If possible, collaborate with a partner who is already serving the audience you hope to reach.

Increase your understanding of your community by gathering information including demographic data and community led data

Gather Information

Learn

Develop a plan of service to address local priorities, including how the service will be delivered and evaluated.

Plan Services

Design

Evaluate the program. Were your outcomes met? What did you learn? What happened that you did not anticipate?

Evaluate Services

Reflect

Decide



- Engage internal and external stakeholders
- Highlight community assets
- Identify a priority

Learn



Photo Credit: The Seattle Public Library

- Deepen understanding of community
- Gather community led data
- Gather demographic data

Listen



- Build relationships
- Understand the complex and diverse needs of community
- Listen

Design



Photo Credit: The Seattle Public Library

Implement



Photo Credit: The Seattle Public Library

Reflect



Photo Credit: The Seattle Public Library

- Discuss
- Evaluate
- Plan

Equity in Supercharged Storytimes

Starting the Conversation

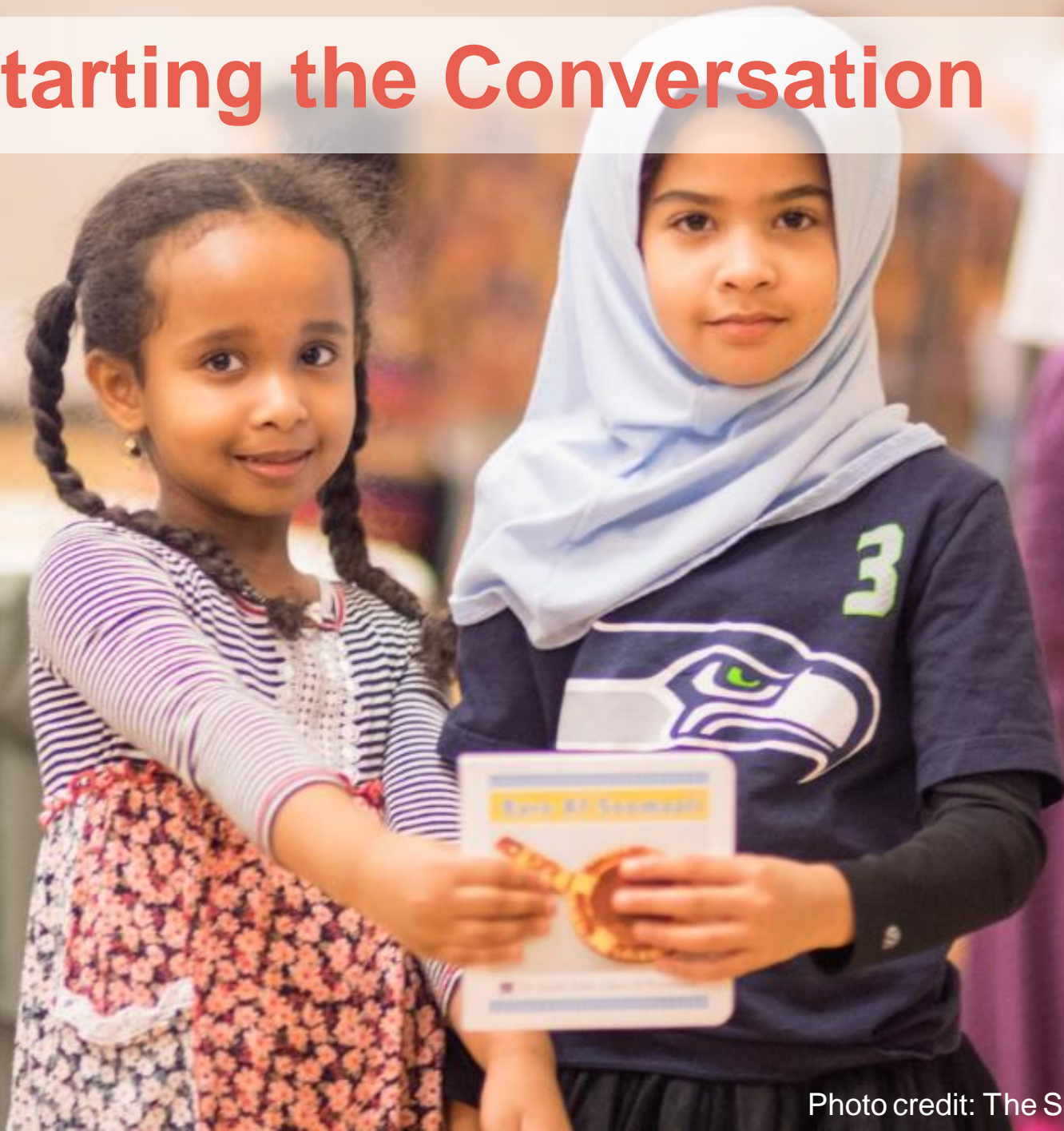


Photo credit: The Seattle Public Library

Pathway to Equitable Programming

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graph TD; A[Identify Local Priorities] --> B[Build Relationships]; A --> C[Deliver Services]; B --> C; C --> D[Evaluate]; D --> A;
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This pathway is intended to help you build your capacity to create equitable community. Keep in mind that the end of the path cycles back to the beginning, creating a continuous loop.

Identify Local Priorities

Decide Highlight your community assets. In core and external stakeholders. Identify 1-2 at

Gather Information

Learn Increase your understanding of your community including demographic data and data

Build Relationships

Listen Create connections with community members and perspectives and changes of

Library Walk-Through Observation Checklist

Physical Space - Building

- ☐ Is the entrance clearly marked? Is it welcoming?
- ☐ Are there positive displays, such as signs or large heavy doors?
- ☐ What you enter, is it a bright light or is it welcoming? Or dark, cold and uninviting?
- ☐ When you enter, are you able to make eye contact with someone in the library?
- ☐ Are the entrances clean and accessible?

Physical Space - Layout and Navigation

- ☐ How clear is the signage? Is it clear? Is it helpful for people navigating the space?
- ☐ Is the space designed to encourage families to engage with library resources, with each other?
- ☐ What does the layout and design of the space say?
- ☐ Are there other community information resources readily accessible?
- ☐ What changes are there? How well do they reflect the diversity of the community?

Supercharged Storytimes Learner Guide

Module Five: Supercharged Storytimes Through an Equity Lens

Use this learner guide as an anchor to support your experience of the Supercharged Storytimes self-paced course. As a companion to the video recordings, print a copy of this guide to get down notes, participate in activities and use as a basis for reflection on your learning. There is great learning value in writing things with pen and paper – it forces your focus and helps the brain crystallize the important points to remember.

Getting to Equity

Libraries aspire to connect with all children in their communities to help them reach reading proficiency and to find success in school and life. But simply providing storytimes to new communities doesn't necessarily have the desired result of participation. Families need to feel welcomed in the library's offerings and welcomed to the library space. Applying an equity lens to storyline programming can lead to meaningful connections.

- Did you learn to [define equity's essential parts](#)? The [Document for Family Level Reading](#) is a powerful advocate for equity library for all.

Discovery

Meaningful discovery is about really listening to and learning from the communities in your library's service area.

This module covers how to:

- Define equity
- Demonstrate knowledge of best practices for community engagement
- Assess community needs and identify opportunities for collaborative partnerships

On Action

"Steps are not outside, they are opportunities to expand your library's reach and build collaborative relationships."

What does thinking about equity gaps as opportunities help you and your library across the gaps?

“...this process is a **constant and active journey** of: connecting with community members, overcoming biases, building relationships, and removing barriers.”

—self-paced course participant



Questions?

- You are welcome to contact:
 - ❖ CiKeithia Pugh Cikeithia.Pugh@spl.org
 - ❖ Betha Gutsche gutscheb@oclc.org
- ❖ Supercharged Storytimes:
oc.lc/supercharged-course

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