Community, Equity, and Storytimes

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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
“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

**Learn**
- Gather Information
  - Increase your understanding of your community by gathering information including demographic data and community led data

**Listen**
- Build Relationships
  - Create connections with community members. Be alert to partnership possibilities and changes affecting service needs.

**Design**
- Plan Services
  - Develop a plan of service to address local priorities, including how the service will be delivered and evaluated.

**Implement**
- Deliver Services
  - If possible, collaborate with a partner who is already serving the audience you hope to reach.

**Reflect**
- Evaluate Services
  - Evaluate the program. Were your outcomes met? What did you learn? What happened that you did not anticipate?
Decide

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

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

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

Photo Credit: The Seattle Public Library
Implement

Photo Credit: The Seattle Public Library
Reflect

- Discuss
- Evaluate
- Plan

Photo Credit: The Seattle Public Library
Equity in Supercharged Storytimes
Starting the Conversation
“...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:
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  oc.lc/supercharged-course
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