**Community-Led Planning for Equitable, Responsive Services**

<https://www.webjunction.org/events/webjunction/community-led-planning.html>

You want to serve your community equitably and well, but you have endless possibilities and finite resources. How do you know which direction to go? Community-led planning is a strategy that invites community participation in service design and implementation by sharing power. Whether you’re creating a system-wide strategic plan, a single program, or anything in between, using community-led planning techniques can set you up for outstanding success. Discover the results of new research into how libraries can become more equitably community led. Then learn how to apply these concepts to create highly relevant, inclusive services for—and, more importantly, with—your community.

Presented by: Dr. Audrey Barbakoff, EdD, MLIS, CEO of [Co/Lab Capacity](https://www.colabcapacity.com/)

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| **What are your goals for viewing this webinar?** |
| **Personal Goals** |  |
| **Team Goals** |  |
| **Inspirational Change** |
| Dr. Barbakoff introduced the **Community-Led Capacity Building (CoLaB) Change Model**, moving through inspirational, transformational, and transactional change. Consider or discuss these steps to enact inspirational change for your library community. How has your library prioritized these steps below or where is future focus needed?1. Formally prioritize Equity, Diversity, and Inclusion (EDI) - Set clear, measurable expectations for the organization to prioritize EDI and community-led work
2. Provide conceptual education on community engagement and EDI concepts
3. Connect purpose to community goals and EDI values
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| **Transformational Change** |
| Next examine these facets of transformational change, that impact deeply embedded processes and characteristics of your organization. How has your library prioritized these facets below or where is future focus needed?1. Foster growth mindset
2. Develop psychological safety for inclusion and innovation
3. Make time for reflection
4. Hire and train for interpersonal skills and cultural humility
5. Connect prior experience
6. Build community knowledge through relationships
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| **Transactional Change** |
| Now examine these facets of transactional change, that intersect with the day-to-day operations of your organization. How has your library prioritized these facets below or where is future focus needed? 1. Provide time, autonomy, and flexibility for relationship-building
2. Empower everyone in the organization
3. Measure what matters
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| **Community-led Framing** |
| Dr. Barbakoff walked through three examples of applying the community-led framing, to considering collaborating on developing a teen program, a strategic plan, and exploring the community as creators. **Consider a focus** for your community-led efforts, and identify the ways to move forward with the framing, especially noting how to build authentic relationships with traditionally excluded communities.Community relationshipsLearnListenAlignShareCo-Create  |

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| **Partnership Brainstorming Tool: (include next steps, when, who, etc.)** |

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| Dr. Barbakoff suggests further framing your next steps with these partnership brainstorming points. Use or customize to begin your community-led planning.The **people** I want to reach are:I can **get to know** them by:One of **their goals** is:To reach that goal, **they are ready**:The **library can support** their effort by:**Success** looks like:We will **communicate** by: |