Presented by

Dr. Audrey Barbakoff, EdD, MLIS
Founder and CEO of Co/Lab Capacity

Community-Led Planning for Equitable, Responsive Services

Dr. Audrey Barbakoff, EdD, MLIS
CEO, Co/Lab Capacity

co/lab capacity

WebJunction Webinar
September 2022

Topics

Why community-led planning?

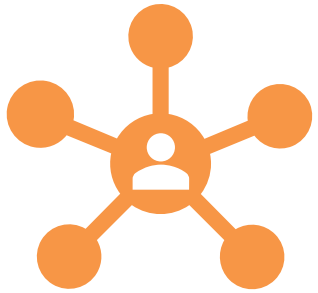
What is community-led planning?

12 ways to build capacity

Application in your library

co/lab capacity

Why community-led planning?

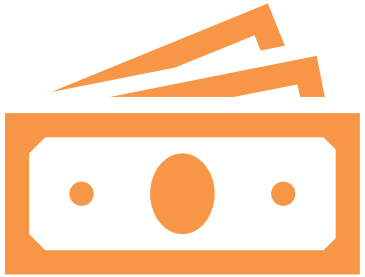


EDISJ

Equity, Diversity, Inclusion and Social Justice

Relevance

Relationships



Capacity

co/lab capacity

What is community-led planning?

THE DESSERT SPECTRUM OF PUBLIC PARTICIPATION Developed by Hennepin County Library Staff *With Apologies to IAP2				
Inform	**Consult**	**Involve**	**Collaborate**	**Empower**
We are having cherry pie for dessert.	I am thinking about bringing chocolate chip cookies for dessert. Is that ok? What do you think?	Do you want a healthy or decadent dessert? Decadent. Do you want it to be sweet or savory? Sweet. Should it be hot, room temp or cold? Room temp. Do you prefer a pastry, baked good, or custardy type dessert? Custardy. Ok, how about flan?	Let's discuss and decide together what to have for dessert. Maybe even shop or bake together.	Whatever you decide you want for dessert, we will have. Maybe I'll even give you the money to get or bake it. Or maybe you just have the responsibility to bring dessert.

Source: Make, Do Share, Kitsap Regional Library

co/lab capacity

What is community-led planning?

THE DESSERT SPECTRUM OF PUBLIC PARTICIPATION
Developed by Hennepin County Library Staff *With Apologies to IAP2

Inform	Consult	Involve	Collaborate	Empower
We are having cherry pie for dessert.	I am thinking about bringing chocolate chip cookies for dessert. Is that ok? What do you think?	Do you want a healthy or decadent dessert? Decadent. Do you want it to be sweet or savory? Sweet. Should it be hot, room temp or cold? Room temp. Do you prefer a pastry, baked good, or custardy type dessert? Custardy. Ok, how about flan?	Let's discuss and decide together what to have for dessert. Maybe even shop or bake together.	Whatever you decide you want for dessert, we will have. Maybe I'll even give you the money to get or bake it. Or maybe you just have the responsibility to bring dessert.

Source: Make, Do Share, Kitsap Regional Library

co/lab capacity

Community-Led Capacity Building (CoLaB) Change Model

Inspiration

Planting the seeds for success

Transformation

Deeply embedded processes and characteristics of the organization

Transaction

Day-to-day operations

co/lab capacity

1. Prioritize and be accountable for DEI
2. Educate on concepts, not procedures
3. Connect to core values and community goals

Inspirational Change

Planting the seeds for success

This Photo by Unknown Author is licensed under CC BY

1. Foster growth mindset
2. Develop psychological safety for inclusion and innovation
3. Make time for reflection
4. Hire & train for interpersonal skills and cultural humility
5. Connect prior experience
6. Build community knowledge through relationships

Transformational Change

Deeply embedded processes and characteristics of the organization

This Photo by Unknown Author is licensed under CC BY

1. Provide time, autonomy, and flexibility for relationship-building
2. Empower everyone in the organization
3. Measure what matters

Transactional Change

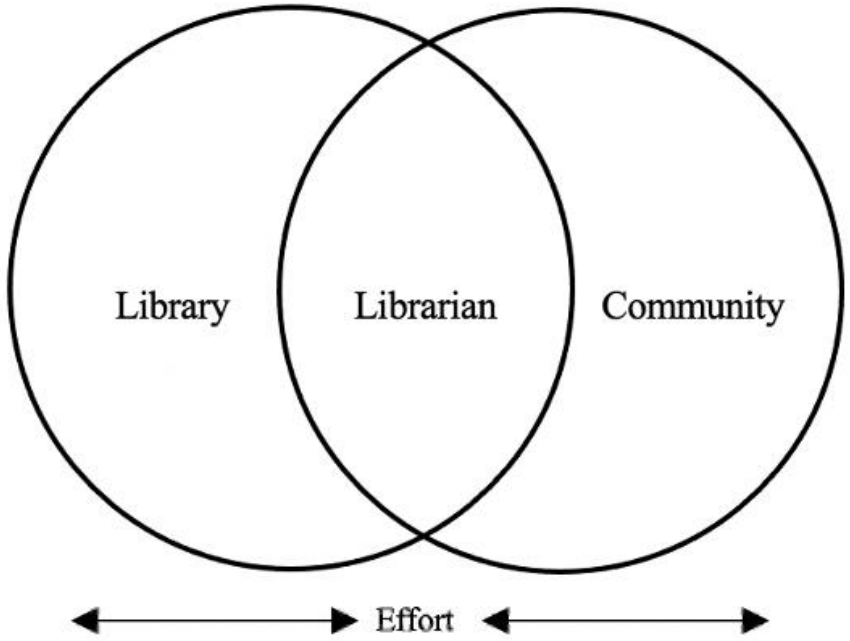
Day-to-Day Operational Changes

co/lab capacity

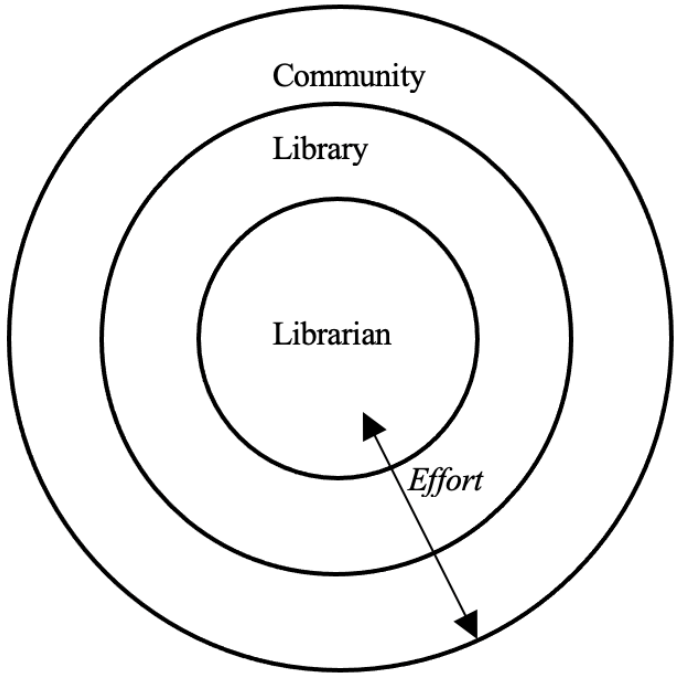
But I don't have the [time, money, support, etc] …

co/lab capacity

CLP builds capacity!



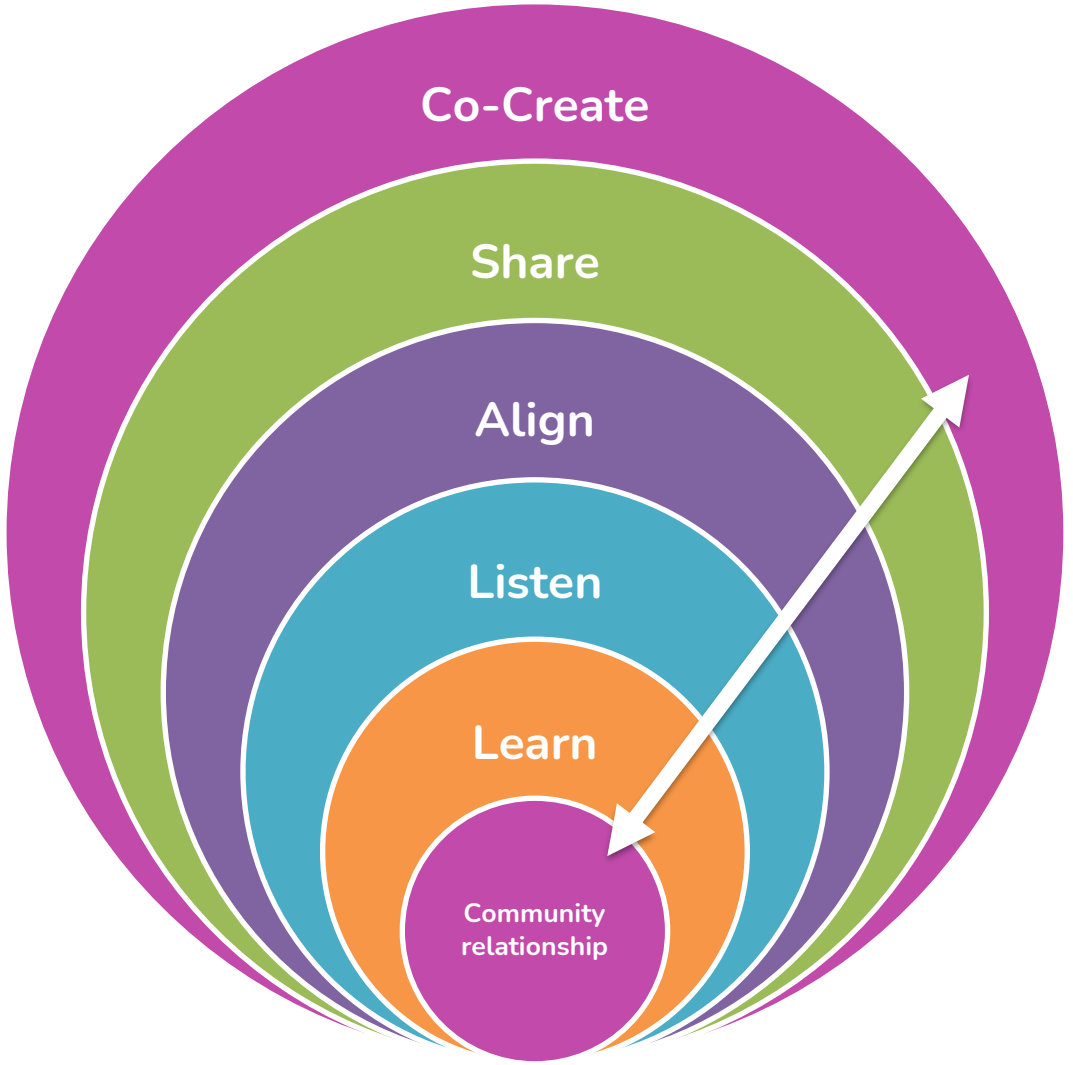
Low Capacity



High Capacity

co/lab capacity

What does this look like in the real world?



co/lab capacity

Example:
Teen Program

Community relationships	• Form a teen advisory board
Learn	• School district data
Listen	• Ask the TAB • Still asset-based!
Align	• What do the teens care about and want to do? • Where does that intersect with the library's mission and resources?
Share	• Establish some options for teen programs.
Co-Create	• Teens decide on the goals of the event • Teens plan the event, with library support

co/lab capacity

Example:
Strategic Plan

Community relationships	• Go to meetings • Join coalitions • Show up
Learn	• Demographics • Published info • Asset mapping
Listen	• Community conversations • Surveys • Asset-based!
Align	• What did you hear? • Where does it intersect with your mission and resources?
Share	• **Go back to your partners!** • Tell them what you heard and how it aligns.
Co-Create	• What does success look like? • What actions should you take?

co/lab capacity

Example:
Community Creators

Community relationships	• Build relationships in the Spanish-speaking community.
Learn	• Demographics, community reports, best practices
Listen	• Put out a community call for program proposals • Help underserved groups apply successfully
Align	• Select programs to support • Guide the community group through creating an awesome program!
Share	• Spread the word!
Co-Create	• Community group decides on the goals of the event • Community group plans the event, with library support

co/lab capacity

Building authentic relationships with excluded communities

- Start with relationships and respect.
- What are their goals?
- What are their strengths and gifts?
- What resources can the library contribute to their efforts?

Commit to sustaining the relationship.

co/lab capacity

Further Reading

Books

Twelve Steps to a Community-Led Library by Audrey Barbakoff (forthcoming 2023)

Ask, listen, empower: Grounding your library work in community engagement by Fournier & Ostman

Developing Community-Led Public Libraries: Evidence from the UK and Canada by Pateman & Williment

Tools

Working Together Project. *Community-led libraries toolkit*.

Edmonton Public Library. *EPL community-led toolkit.*

IDEO. *Design thinking for libraries*.

Aspen Institute. *Rising to the challenge: Re-envisioning public libraries*.

University of Kansas. *Community Tool Box.*

Co/Lab Capacity Community Engagement newsletter: www.colabcapacity.com

co/lab capacity

Dr. Audrey Barbakoff

EdD, MLIS

CEO

Co/Lab Capacity LLC

audrey@colabcapacity.com

www.colabcapacity.com

co/lab capacity