



Special Populations & Special Issues Committee

Colorado State Library
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REPORTS FROM SPECIAL POPULATIONS & ISSUES COMMITTEE

2006/07 Fiscal Year

Since the Committee's operating procedures were drafted in May/June of this year, please consider this report as complying with the end-of-the-year report requirement.

Research Project:

Major activities for the Committee consisted of research and evaluation of dozens of possible resources for the enhanced website on diversity/special populations. As of June 31, this phase was drawing to a close, and the website design and structure were in preparation. The major components of the website consist of topics like:

- Collection development,
- Staff and volunteer training
- Cultural competencies
- Community needs assessments
- Programming
- Diversity plans

Two sections of the website should be spotlighted:

- Promising Practices: this database will enable libraries to enter their own findings, valuable lessons, and suggestions.
- Community needs analyses: three libraries served as pilot projects to test the tools located on Library Research Service's "Resources for Community Analysis." These serve as models for libraries wishing to ground their diversity development in a comprehensive approach.

Formalization of Committee Structure:

With the dissolution of COLAB, the Special Populations & Issues Committee proposed that it report to the Colorado State Library. With the approval of this request by Director Gene Hainer, the Committee prepared operating procedures. The committee now is composed of ten members from diverse backgrounds. Of these, chair Warren Taylor represents the community at-large.

Awareness Campaign:

- Also following the dissolution of COLAB, it became apparent to the Committee that the library community at large needed to be made aware of our activities and purposes. We began issuing regular e-bulletins to *libnet* and articles in *Centennial*

State Libraries. Ellen Greenblatt is editing a semi-annual diversity column in *Colorado Libraries*.

- We also facilitated a meeting of the Colorado participants in the national Joint Conference of Librarians of Color and continue to stay in touch on pertinent issues.
- Members of the committee staffed the CSL booth at the CAL conference and distributed information about the committee. We sponsored two workshops: citizenship classes in libraries and building foreign language collections.
- To connect to the broader community, we invited the Denver Foundation Board member to share their "inclusiveness" workshop with us.

Scholarships:

Awards of \$5000 went to the four institutions of higher education that give master's in library studies. They selected one or two students for scholarships.

2007/08 Fiscal year

In the second year of implementation of our long-range plan, the Committee hopes to acquaint the library community with the new resources on the website, encourage use of the new resources, encourage participation in information-sharing, provide training and additional background to improve a given library's services, and use results and evaluations from this year as a baseline for future improvements. Activities group around three major areas:

TRAINING:

- ▶ In cooperation with the Colorado Library Consortium, offer **half-day workshops** at CLiC's three regional conferences in the spring. Trainers will provide an overview of and experience with website resources and lead participants through creation of a diversity plan or project for their own libraries. (Objective 1)
- ▶ Offer **additional training** as appropriate through continuing education programs of statewide organizations such as BCR, CAL spring workshops and annual conference, library districts. These may be targeted to a specific need (such as volunteer recruitment or collection development) or consist of general cultural awareness and competency. (Objective 1)
- ▶ Build **linkages** to other organizations by contacting specific groups that can benefit from our resources and provide information and training to them (for example: human resources directors, public library directors, the three associations of Colorado Association of Libraries as well as CAL Divisions such as Management and Administration and Paralibrarian). (Objective 1)
- ▶ Host a **two-day Diversity Summit** in the summer to build leadership and share information throughout the library community. (Objective 1)
- At least one nationally known speaker will appear

- A variety of specific topics will be addressed in shorter sessions.
- Participants will interact extensively as well as prepare plans or projects for their own libraries.
- Income from registrations will support the activity.
- We plan to apply for sponsorship from the Gay & Lesbian Fund for \$5000.

PROMOTION:

- ▶ **Create messaging and promotional materials** around the theme of library leadership, to distribute to libraries that shows how improving diversity services helps libraries mirror their communities' composition and interests, and enriches all.
- ▶ **Promote the new website** with its many tools and sample programs, needs analysis methodology, and promising practices (including information from other LSTA grantees for the 2007/08 year). The plan calls for publications, regular mailings and e-mails highlighting resources, linking with other appropriate web links, issuing news releases.
- ▶ **Promote via word-of-mouth** at CAL conference and other appropriate events, such as virtual reference meetings, summer reading program trainings, etc.
- ▶ **Contact specific markets** that can benefit from our resources and provide information to their members (for example: human resources directors, public library directors, three CAL divisions, etc.).

DEVELOPMENT:

- ▶ **Promote Promising Practices** website to encourage libraries to share their specific programs, policies, and practices.
- ▶ **Provide planning grants** for various size and types of libraries, selecting from those who enter their information on the Promising Practices database or who attend training and create a local plan. Libraries who receive planning grants from the committee must meet one or more of the 4 indicators in Goal 4 of the Five-Year Strategic Plan. A sub-committee will establish criteria, apply IMLS restrictions/conditions, and determine grant sizes.
- ▶ **Insure that all recipients** of the 2007/08 LSTA awards are familiar with the new resources from the Special Populations & Issues Committee through preparation of packets and personal contacts, and encourage them to utilize these.
- ▶ **Combine results from all evaluations** and feedback, and create an end-of-the-year survey for library leaders to create a baseline measurement upon which to build continuing improvements.

Achievement of these activities will depend on support from our LSTA grant application. The amount provided will enable us to carry out activities to a greater or lesser degree.

National Diversity Conference

Committee members are facilitating a joint venture by Colorado's libraries to prepare a proposal to host the 2010 Diversity Conference, sponsored by ARL.