



Truth and Reconciliation from A Traditional Michif (Métis) Perspective

Michif/Métis culture and perspectives sometimes get left out of conversations around TRC, despite being a huge community with a lot of history with colonialism.

Thinking of the 'truth' part of 'truth and reconciliation' as part of the process of grief - there are many options, but ultimately you have to accept that what has happened, happened - specifically directed at those who don't want to accept the abuses that

happened in residential schools.





Traditional Michif/Métis culture has faith and family - specifically children - at its centre.



Supporting Complex Behaviour in Public Library Search Interfaces

A study presented public library patrons with different designs for search interfaces to see how they thought about what they were searching.

The big takeaways were that patrons generally felt like there was 'a lot more to learn' about using the search interfaces to craft searches that would get them what they wanted... but as long as they could generally find what they were looking for, they were satisfied and didn't feel the need to learn further.



This presenter had interviewed families migrating to Saskatchewan.

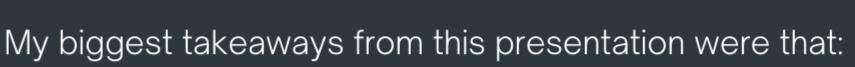
My takeaway was that libraries' most useful ability for families was helping them *navigate* - i.e. figure out what they needed, then what organizations could help them with those needs and how to contact them.

My other takeaway was that language was often a huge barrier, and there's no shame in conducting conversations using Google Translate and text-to-speech if you have to.



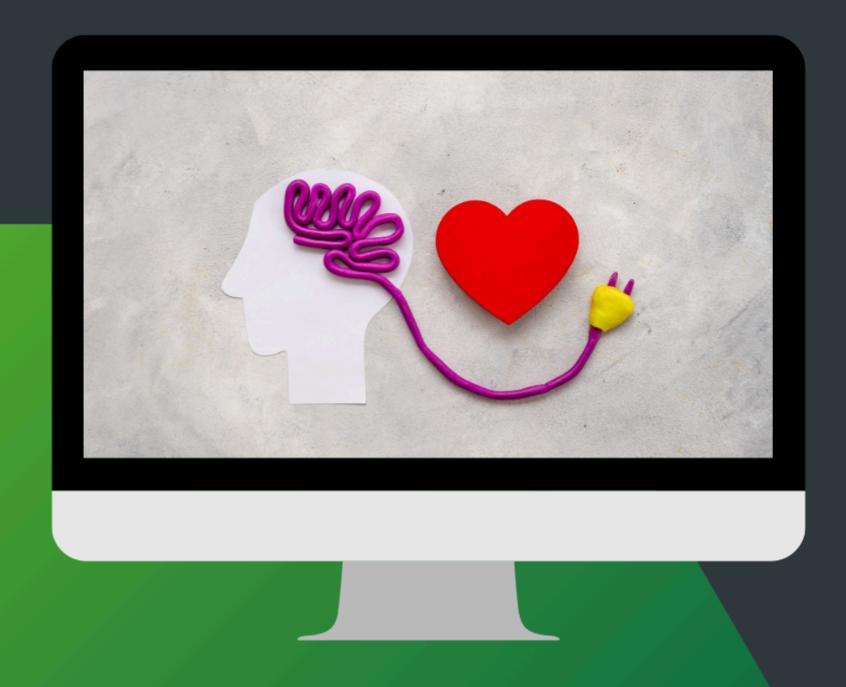


How Rural Libraries are Encouraging and Working to Advance Indigenous Programs



- support from the system level does the most to help rural libraries offer Indigenous programs, but at least in Saskatchewan's model, it can sometimes lack accountability if Indigenous communities are ignored.
- Saskatchewan has developed more centralized resources for supporting Indigenous programs in its libraries
 contacting Saskatchewan libraries for share-able resources may be a good idea.

All for One and One For All: Fostering a Mindful, Compassionate and Communicative Workplace in Public Libraries



Immediate

anything else, paying attention to the physical cues we often ignore can help to pull back on stress before it gets overwhelming.

If you're stressed and taking a break, doing something that engages all 5 senses is a good way to re-ground.

When working day-to-day, without changing

Medium-Term

Communicating when a situation is overwhelming is key to changing it for the future.

Long-Term

Changing culture around health and mental health in the workplace may also involve changing expectations around how much each individual person-hour is expected to accomplish.





SLA CONFERENCE

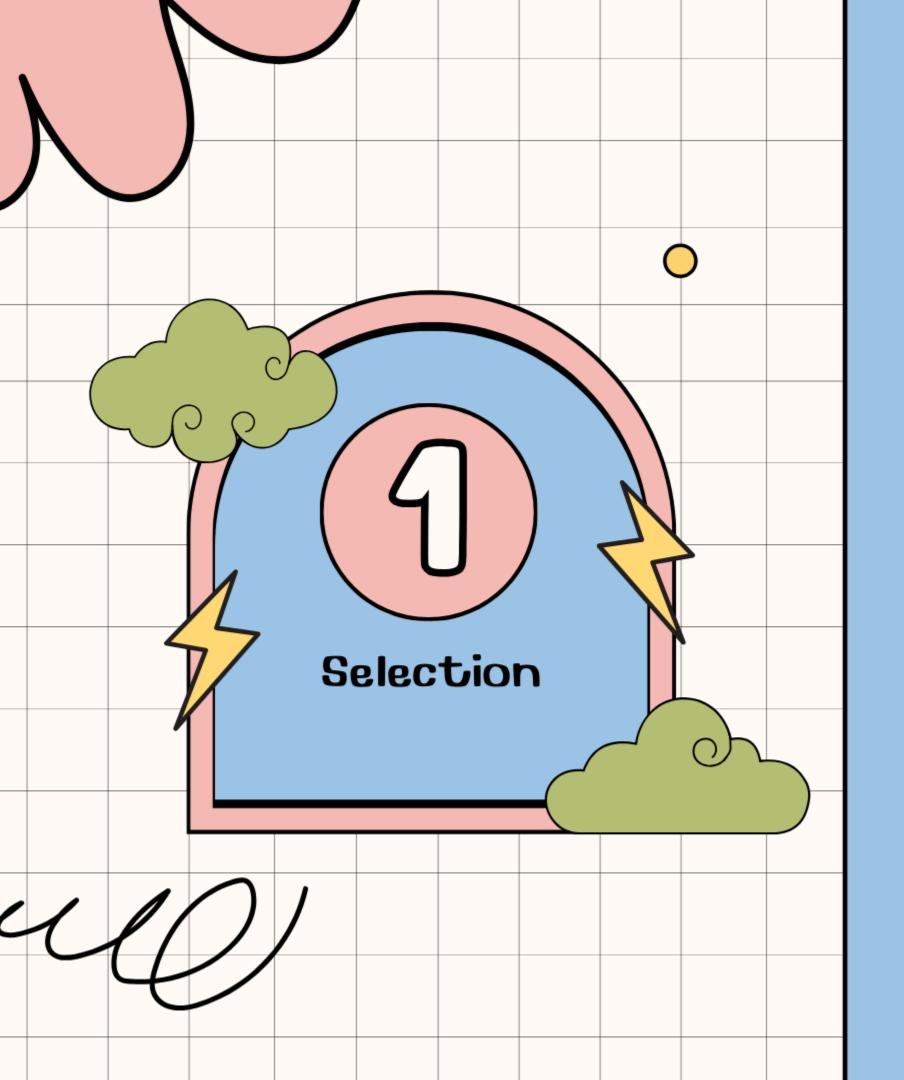
May 2nd-3rd 2024

At the beginning of May 2024, I attended the two day Saskatchewan Library Association's Conference in Regina, Saskatchewan.

Two of the standout sessions that I attended were:

- Modern Collection Development: This Ain't Your Granny's Library Anymore!
- A Library for Everyone and Nobody: Policy and Ethics in Post-Neutrality Librarianship

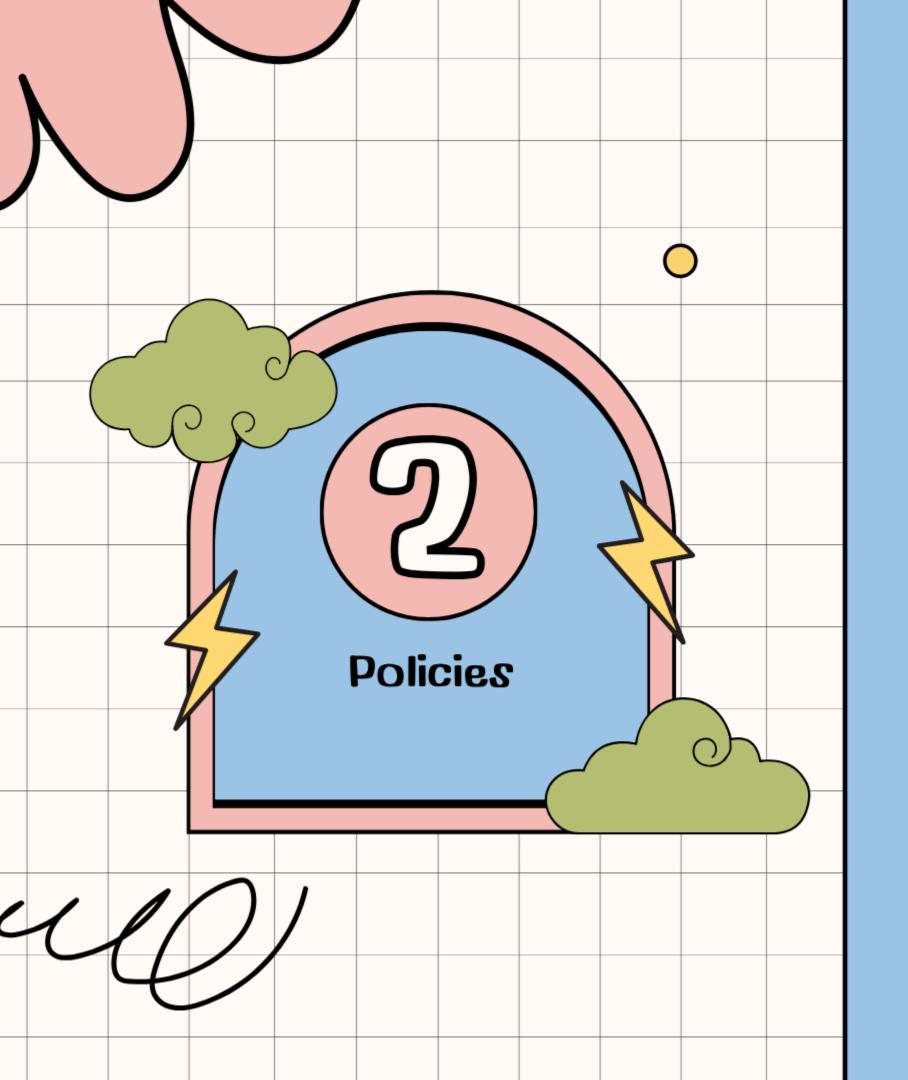
Both sessions highlighted the increasing interrogation of the concept of neutrality, the overwhelming expectations and shrinking budgets, and the increasing need to focus of community needs.





Remaining Objective -> Be aware of personal tendencies
Use Data to gain an objective view:

- Consider the Cost per Circ:
 - Can development of a collection/service continue to be justified?
 - Has it become a waste on money/space that can be better diverted to other resources?
- Consider: Size, Age, Use of collections
- Meet Demand -> Holds Lists
- Use Census data to be more strategic than simply ordering a bunch of popular titles.
- Establish standing orders for popular items or to meet specific spending goals.



MATERIAL

CHALLENGES

Talk to the patron: What do they object to and why?

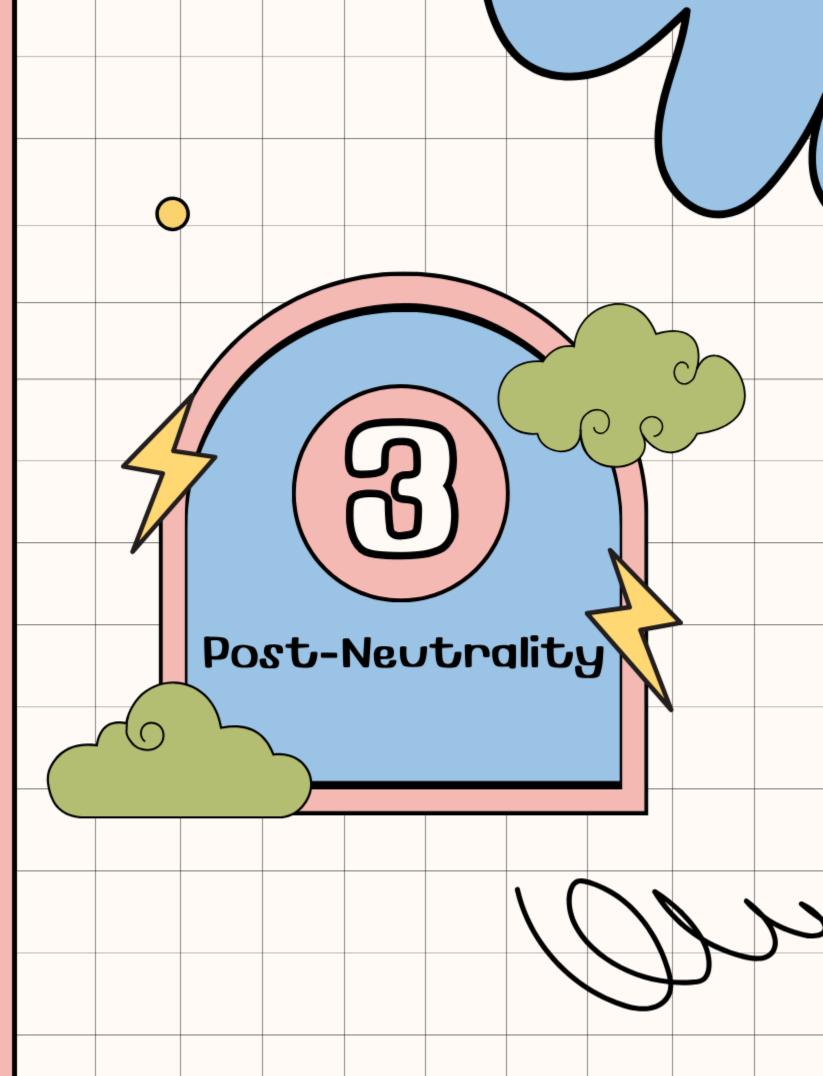
- Did they read/view the entire work?
- Get the patron to reflect on the item.
 - Are there any positives?
- Is it personal? -> direct them to the library policy
- If a patron is very angry -> direct them to the library's Collection
 Development Policies
 - Establish a Request for Reconsideration of Library Materials Policy (see NLLS Collection Development Policy for an example)
 - Regularly reviewed, current, and understood Collection Policies are extremley helpful!
- It is parent's responsibility to control their own child and not others.

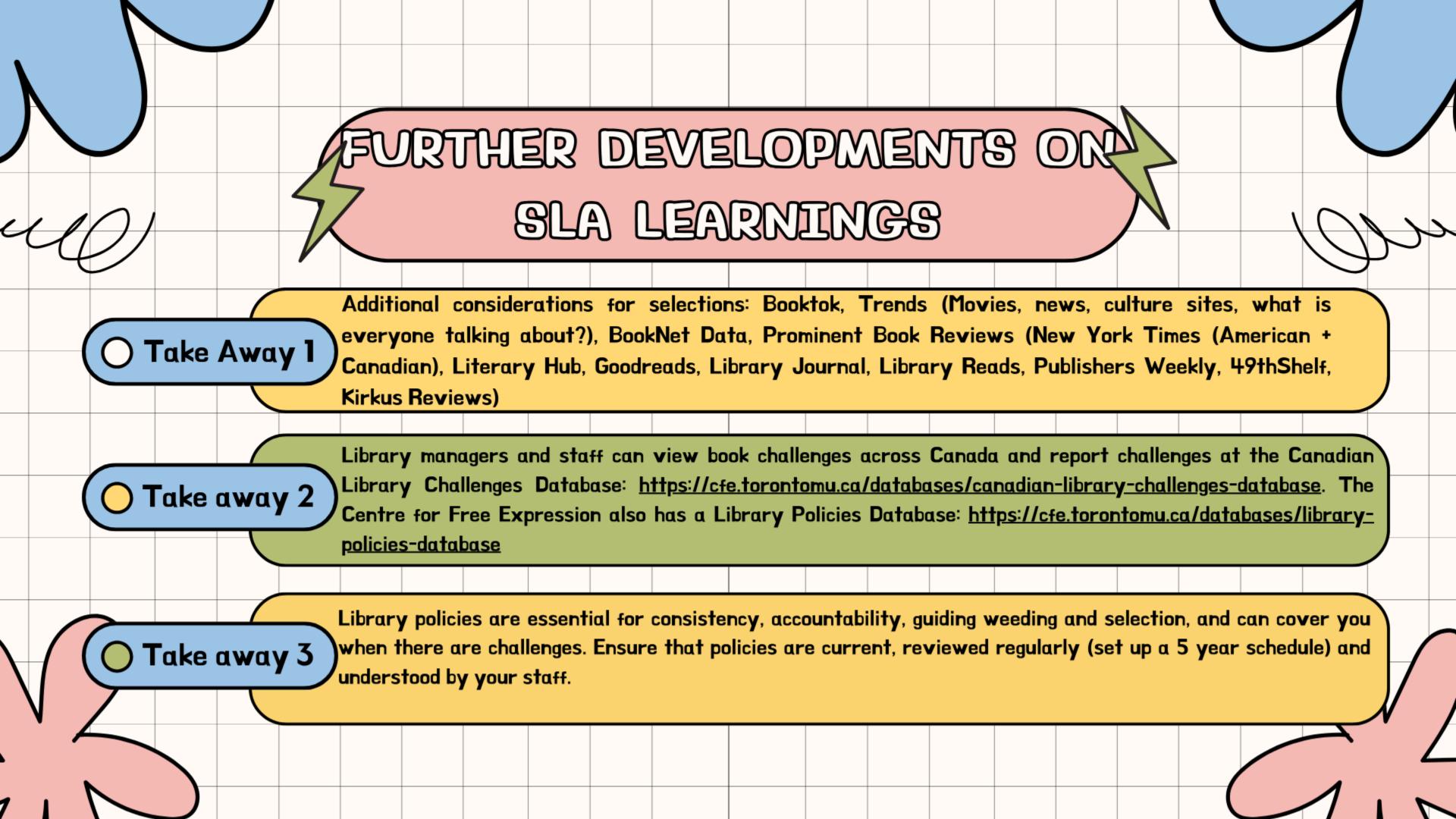
There are legitimate material challenges!

• Outdated and inappropriate materials



The speaker explored the concept of library neutrality from Paternalistic Neutrality to a social justice concept of Neutrality as privilege and then to current ideological challenges, the speaker concluded with a concept of post-neutral <u>Community or Morally Responsible Librarianship</u>. Libraries have always been contingent and never universal. They are the place you come to think, and so a concept of neutrality needs to protect the work, but not be the work because neutrality cannot accommodate the growing expectations that libraries become everything for everyone. A Neutral library is no longer sufficient, but engaged and social libraries also requires challenges as a solution to find a more practical path forward.







Strategic Planning for Small Libraries

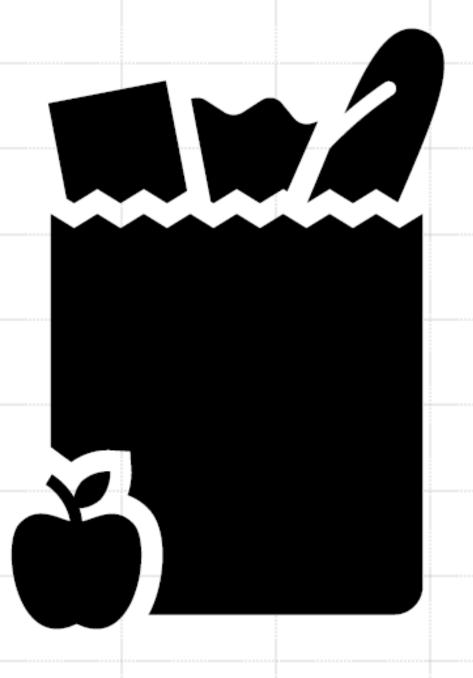
- A strategic plan is a framework for decision making and performance measurement.
- The most thorough to-do list in an organization.
- Strategic plans help with advocacy efforts in grounding your vision of what the library does and how it provides value to the community.
- Develop it with representation from every level so that everyone sees a connection between their role and the plan's initiatives.
- As you draft it, ask yourself: where are we today? Where do we want to be?



Strategic Planning: Workflow

- This model from the Ontario Library Service demonstrates how strategic planning is an ongoing process.
- Strategic plans are living documents that should be regularly evaluated and developed.
- Helpful Resource: OLS has an informative website with more details to check out about drafting plans and rolling them out.



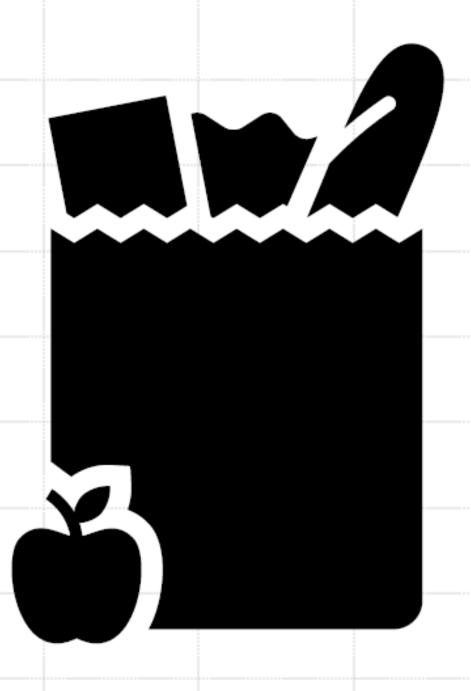


Food Pantries

- Libraries partnered with community organizations (e.g. food banks) for volunteer support and donation processing.
- Donations came from many sources including grocery stores, restaurants, farms, and individuals. Some libraries had limited budgets to supplement with needed items.
- Pros: supporting community, addressing food insecurity, improving access when other institutions (food banks, city halls) have more limited hours than the library.
- Cons: potential for increased stress or increased work load for staff (especially when without volunteer support), need to find solutions to ensure food safety in donated items.

Food Pantry Examples

- Small, self-serve pantry near library entrance with shelf-stable foods, no volunteers available to operate but staff checked periodically.
- Food stock-up gathering hosted by library once per month in partnership with food bank and local grocery stores and farms.
- Outdoor fridge in enclosed structure outside library, available 24/7, staffed by food bank volunteers during daytime to process donations, tidy up, mediate conflicts.
- Community garden cultivated by library providing produce for patrons.
- Custom vending machine in library stocked with locally-made meal packs, each one costing a quarter (helped to regulate without volunteers or staff monitoring).
 - Some patrons drop off quarters to support access.



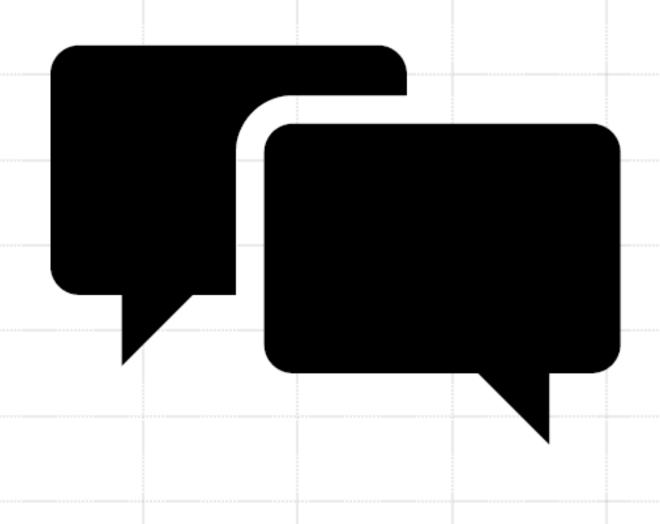


Advocacy

- Marketing for USE vs. Marketing for SUPPORT (both important!)
 - USE: Programs, events, cards.
 - SUPPORT: Why libraries matter.
- Marketing for support is part of advocacy, articulating the value and the importance of libraries to patrons, to community, to municipal politicians.
- Example: tagline of "Better Library,
 Better World" from Innisfil Library, they
 discussed how they work it into social
 media posts and events.
- Helpful resource: OLA's Advocacy Toolkit

Safety and Security

- <u>CULC</u> is releasing a comprehensive safety toolkit in February 2023 (not out yet).
 - Although it is oriented towards larger urban libraries, they indicated it has content applicable to small and rural libraries too.
 - They are open to feedback, such as including more resources for small and rural libraries; they have a community of practice group that we can contact once we've reviewed the toolkit.
- Public libraries have resources available for resolving challenging situations that impact safety and security (e.g., community/municipal partnerships, staff training courses, toolkits such as CULC's).
- Employee wellbeing is essential, important to have incident debriefs and mental health supports.





Jessie Morris Member Library Services Manager Northern Lights Library System



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Reaching the 'Unreachable': ENHANCING INCLUSIVE COMMUNITIES IN LIBRARIES

PRESENTER: PHAEDRA HITCHINGS
SASKATCHEWAN LITERACY NETWORK

Understanding Our Community

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- Who is using our library?Who isn't?
- What do we know about who we are trying to reach?
- Who are to consciously trying to reach, and who are you casually excluding

Understanding ourselves

- What do we like?
- What are we most proud of at your library?
- What do you think about, or how do you feel about, what you have to do next?

Side note: If you are trying to connect with your local politicians, look at their platforms and figure out how your goals connect with their goals, and write the message for them. Become "one of their people," providing the meaningful context and information that pushes your shared agenda. Adopt the mindset that they are on YOUR team. That they are YOUR asset, too.

BCLA Climate Action Committee

- Creation of Climate Action week across Canada
- Climate Action Statement:
- Climate Action benchmark survey



Why Libraries?

- Libraries MITIGATE by reducing waste, emissions, etc.
- Libraries ADAPT by preparing our communities, building connections, educating residents, being warming/cooling/smoke-free spaces.
- Climate Justice = Social + Economic + Environmental Justice

CFLA / FCAB

- Climate Action Committee with representation from almost all provinces, across a variety of library types
- live survey about Climate Action across libraries

CLIMATE ACTION & LITERACY AT THE LIBRARY



How to Get Started

- Start small! Even a 'gentle' book display (thanks Biggar library!) or reading list is great
- Find your people, inside or outside the library
- Partner with organizations or community groups or members (composting expert; organic foods; repair cafe)
- Join in for BCLA Climate Action Week Nov 2nd 8th, 2024
- Offer tangential programming if you're not able/ready to go explicitly 'Climate Action' local eating, seed library, composting, city/municipality services, etc.
- Check out the SLI Sustainability 101 webinar series on Webjunction (it's free!)

What is Climate Action?

- Climate change mitigation (reduction of greenhouse gas emissions, the leading cause of climate change)
- Climate change adaptation (how libraries can strengthen a community's resilience in the face of the impacts of climate change)
- Climate justice work (acknowledging and addressing how climate change can have social, economic, public health, and other adverse impacts on historically marginalized or underserved communities.)

Climate Action at MJPL

- Trash Audit
- Facilities Shadowing
- Purchasing Audit
- Programming Coordination
- Staffroom Compost Pilot
- Reduction in waste/ purchasing relating to prizes/ programs

A LIBRARY FOR EVERYONE & NOBODY:

POLICY AND ETHICS IN POSTNEUTRALITY LIBRARIANSHIP

YURI FORBES-PETROVICH, YORKTON PUBLIC LIBRARY

BRANCH MANAGER

FOUR FEATURES OF NEUTRALITY:

- 1. NOT TAKING SIDES
- 2. BEING OBJECTIVE IN THE PROVISION OF INFORMATION
- **3. LACKING BIAS**
- 4. NOT EXPRESSING OPINIONS.

SCHUMAN'S 4 MYTHS

- 1. INSTITUTIONS ARE NEUTRAL, AND THOSE WITHIN MUST BE NEUTRAL IN ORDER TO BE EFFECTIVE
- 2. INTELLECTUAL FREEDOM IS AN END IN ITSELF.
- 3. LIBRARIES PROVIDE FREE ACCESS TO INFORMATION ON ALL SIDES OF ISSUES
- 4. LIBRARIES ARE NOT POLITICAL INSTITUTIONS.

1. NEUTRALITY LIMITS LIBRARIES TO A PASSIVE "DIVERSITY"

- 2. NEUTRAL LIBRARIES IGNORE THE SPECIFIC CONCERNS OF MARGINALIZED GROUPS AND ADDRESS THOSE OF RACIAL, SOCIAL, AND POLITICAL MAJORITIES.
- 3. NEUTRALITY AS A PRACTICE IS STRUCTURAL OPPRESSION OF MARGINALIZED GROUPS.

NEUTRALITY IS FRAMED AS DISENGAGEMENT FROM COMMUNITY.

DIALECTICAL SUBLATION

MEANS TO GET RID OF THE BAD, PRESERVE THE GOOD, AND FURTHER DEVELOP (I.E. EVERYTHING IS ITERATIVE)

It is considered best practice that board members fill out a conflict of interest disclosure form every year.

In the event of a COI you should excuse yourself from discussion and not participate in decision making on the subject.

By deciding to join a Board you are accepting a role with LEGAL RESPONSIBILITIES.

It is not the job of the CEO/Director/ Manager to remind you to DO YOUR JOB. (sounds harsh, but it is true.)

> Keep in Mind #2

Keep in

Mind #1

Conflict of

Interest

BOARD 101 PRESENTER: JACQ BRASSEUR

Rules Hierarchy

Libraries Act Library Bylaws Library Policy

- 1. Acting Honestly
- 2. Acting in good faith
- 3. Acting in the best interests of the organization

Fiduciary Duties

> Duty of Care

A legal obligation to "exercise the same care, diligence, and skill that a reasonably prudent person would exercise in comparable circumstances." This is different based on individual lived and professional experience.