

Project Description

In FY 2005, Lincoln Trail Libraries System (“LTLS”) designed and initiated a model for positioning rural library staff to meet the needs of increasingly diverse populations in rural East Central Illinois. This model generated a collaborative process for examining needs and developing strategies for providing services and programs to diverse populations; and a network made up of both library and non-library agencies with common goals of outreach and service to diverse populations. This network also provides critical support to strategies that emerged out of the process and will sustain the model in the years to come. FY 2006 LSTA funds will enable a partnership between LTLS, Rolling Prairie Library System, Shawnee Library System, and Lewis and Clark Library System to enrich, improve, and deploy this process throughout the Southern half of Illinois.

In preparation for deployment of this project, LTLS staff has reviewed experiences gained from collaboration with select member libraries to improve outreach to increasingly diverse populations and proposed the idea to the partnering library systems. The systems sent letters of support and encouraged interested member libraries to send letters of support (see figure 1 on pg.19 for a listing of library systems and member libraries supportive of this initiative). In addition, staff considered feedback from participants’ evaluations of recent diversity programs, their emails to staff during FY 2005 regarding efforts to generate awareness of diversity and attention to diverse populations, direct feedback from participants during various events, our own reflections on the model we developed, and input from library systems that will be partnering with us in FY 2006.

This information clarified that libraries are unsure of how to reach diverse segments of their communities, learn their needs, and provide for them through development of programs and services. The process developed helps to provide confidence and/or knowledge that enables library staff to find out what the diverse segments of their population need. Our experience in FY 2005 demonstrated that educational programs helped them to recognize, understand, and reach out to these unserved populations. We saw this in a number of instances. For example, the library director at Gilman Danforth District Library recently made connections for the first time with a key community gatekeeper. She will be developing specialized children’s programming that will bring Spanish and English speaking children together to learn from one another.

Our experiences also demonstrated that non-library agencies working to serve these populations were unaware of how the local libraries can assist them. The network established in East Central Illinois during FY 2005 has already born fruit enabled the libraries to provide services to immigrant populations as well as promoting the work of the East Central Illinois Refugee Mutual Assistance Center. As a result of the newly established network local libraries will partner with the Refugee Center to run a citizenship drive targeting legal permanent residents of U.S. who are interested in becoming citizens.

This diversity initiative and its associated processes, which are based on the experiences and input mentioned above, will address two goals of the ISL long-range plan for the use of LSTA funds. The initiative relates to goal 1 to position libraries as an educational anchor of the

community and goal 5 to continue expanding the role of networks, consortia, and alliances in library development. The initiative relates to goal 1-A because it seeks to strengthen the library's role as a center of life-long learning, by making the library more accessible to newly diversified communities. In addition the initiative relates to 1-B and 1-C through model programs that are geared to educate library staff and the community about diversity. The initiative relates to goal 5, in particular 5-B regarding support of new alliances with non-library agencies to benefit the community of libraries, because it functions and will be sustained based on the development of a network between libraries, individuals, and non-library organizations seeking to address the needs of diverse populations.

The newly developed process is designed to accomplish three major goals throughout Southern Illinois:

- Provide library staff and community leaders greater awareness about and an expanded understanding of diversity through a range of programs.
- Develop an extensive network of rural libraries with common goals to enhance service to underserved diverse populations.
- Build non-library agencies serving the needs of these populations into this network, so as to facilitate discussion and initiate opportunities for discovery of potential partnerships; and to sustain efforts to understand and meet the needs of diverse populations beyond FY2006.

Greater Awareness and Understanding of Diversity:

Greater awareness and understanding stem from training and education. The FY 2005 project worked along side Illinois State Library (ISL) efforts to target the needs of Spanish speaking people. In addition to our own programs, we hosted the ISL's "Empowering Library Staff to Meet the Needs of the Spanish Speaking Community." In addition, LTLS partnered with the ISL to develop "I Am An American" as part of the FY 2005 project. The initiative, Diversity and Cultural Competency in Rural Libraries: A Multi-System Initiative, will build on and expand this work throughout Southern Illinois. The initiative will encourage and facilitate the continued training of member library personnel in diversity-related skills and competencies. This will be accomplished through the expenditure of a portion of the grant funds to provide a range of programs designed to effectively frame the discussion and provide a foundation for collaboration on meeting the needs of increasingly diverse populations in rural areas. These programs will provide participants a common starting place to understand and consider the complex face of diversity, and begin working to meet the needs of diverse populations through agency level work and partnerships with other libraries and non-library agencies with similar goals.

Library staff in Southern Illinois will participate in a diversity forum, which will serve as both an educational opportunity as well as serving as a marketing tool to engage the library community and potential partner organizations in the project. The forum will consist of activities and panel discussions. Panelists will include individuals such as minorities, newly arrived immigrants, and representatives of organizations working to support the various needs of diverse populations in Illinois. Cultural competency workshops will also be offered to help library staff and community leaders expand and enhance their understanding of diversity as it relates to themselves and their

community. We feel confident in adding this program due to the overwhelmingly positive feedback we received. Comments on evaluations reflect the positive feedback, which led us to build them into the new initiative:

“I appreciated the group discussion format; talking about different dimensions of diversity; demographic information & its implications.”

“I’ll definitely use this with my staff because of the emphasis on individual interpretation of value and uniqueness.”

“Thank you for presenting Diversity Forum 2005. It was a great learning experience, and I came away with many new ideas our library can use.” (an email from Anne Newman, Director Paxton Carnegie Library)

“You know, I got much more out the forum than I expected, and I enjoyed it more than I thought I would, too.” (an email from Nancy Claypool, Director Marshall Public Library)

Work in FY2005 also revealed that diversity goes beyond ethnicity, race, and gender. Census figures appear to support the need to incorporate this component into the grant. According to census data, all counties include segments of their population that live at or below the poverty line. The smallest figure was 3.4% in Monroe county and the largest was 26.1% in Alexander county. Most counties reported between 9 and 18% of their populations at or below poverty. Therefore opportunities to look at other forms of diversity such as income, economic status, and education will also be provided. Library staff will participate in poverty simulator activities, which are designed to help them better understand this constituency. Further, this component is important because many of the minority populations libraries are working with, such as new immigrants, are economically disadvantaged. In addition, findings in FY2005 indicate that some libraries still do not recognize the increasing diversity within their communities, in spite of census data indicating the changes in their communities. The FY2005 planning committee, made up of librarians from around LTLS, identified poverty as a form of diversity that some of these libraries are more likely to recognize, and a potential entry point for previously unengaged libraries.

There will be sample programs to encourage and facilitate the establishment and expansion of multicultural programming along the many dimensions of diversity at member libraries. A series of “I Am an American” programs, which highlight the experiences of recent immigrants and their journeys to becoming American citizens, will be hosted throughout Southern Illinois. These model programs demonstrate multicultural programming and are meant to illustrate how multi-cultural outreach can and must include the majority population within a community – that multi-cultural means everyone. The value of these model programs was clear in the feedback from community members, who attended the events with comments such as,

“Well, that was just wonderful. I wouldn't have missed this if I had to pay fifty dollars to come see it. I hope your grant gets extended so you can do more and more of these.”

And to panelist Ha Ho: "I got chills and goose bumps all up and down my arms when you were talking about the day you became an American citizen."

This initiative also incorporates basic library Spanish workshops throughout Southern Illinois. According to recent headlines, "WASHINGTON (AP) - Hispanics accounted for half the 2.9 million U.S. population growth from 2003 to 2004 and now constitute one-seventh of all people in the United States...The population growth for Asians ran a close second. Increases in both groups are due largely to immigration, but also higher birth rates."

(<http://apnews.myway.com/article/20050609/D8AK5DB00.html>, viewed 6/9/05)

Though ethnic diversity in Illinois goes beyond Latino/a and Spanish speaking populations, it would be insufficient to ignore the significant need posed by considerable expansion in these groups. Language acquisition is both a practical exercise, and an excellent means to create greater cultural awareness and sensitivity to the needs of an ever-expanding Latino/a and Spanish speaking community.

Considering the limited resources of the Southern systems in the State of Illinois, Basic Spanish for Librarians will be provided for ShLS, RPLS, and LCLS. LTLS had the opportunity to provide this service during last year's grant to its membership. In the future, LTLS will offer this program in our continuing education program on a cost recovery basis. LTLS staff view this program as a starting place for the other systems to provide basic Spanish education in the future.

Network of Libraries and Non-Library Agencies with common goals:

Network building represents the second and third components of this initiative and is critical to supporting and sustaining efforts to understand diversity and in turn provide services to diverse populations in Southern Illinois. Experiences in LTLS demonstrated that this is a central part of the process that requires considerable time and energy. The provision of a Diversity Consultant makes the construction of this network possible, and accounts for a significant portion of the grant fund requirements of this initiative. The programs coordinated by the Diversity Consultant, consultants from the partner library systems, and library staff will generate connections and partnerships among library agencies in Southern Illinois.

However, the enrichment of this network through the addition of non-library agencies working with, for, in, and as a part of diverse populations is made possible through the work of the Diversity Consultant. In fact, these connections are generally the first point of contact between libraries and potential non-library partners. The Diversity Consultant will invest considerable time to locate and contact local and regional agencies, organizations and community-based outreach programs. The consultant will then work to promote dialog between libraries and these agencies and individuals. In addition, the Diversity Consultant will further develop the network based on leads suggested by initial contacts with non-library agencies. As the network becomes established, dialog results through the provision of introductions and participation in activities such as the opening forum and "I Am an American" programs.

Finally, experiences in FY 2005 indicated that gate keepers, or leaders within a particular population, are also an important part of this network. The Diversity Consultant will build on his prior experiences, helping library staff connect with these key individuals at the local level.

Once the major network is established, the Diversity Consultant will incorporate this information into the web portal designed in FY2005 to document the network in addition to recording the initiative and its outcomes. The web portal will also make this model accessible to other states or regions interested in addressing diversity in rural settings. Most importantly, the portal is a concrete manifestation of the network cultivated by the diversity consultant and will play a key role in supporting and sustaining the initiative beyond FY2006.

Target Audience Needs and Outcomes

One has only to look around, browse the web and article databases, or look at census data to grasp that diversity is a central issue impacting institutions from business to churches to schools to social services such as those provided by the library. Recent headlines illustrate this:

“Foreign-Born Population Tops 34 Million, Census Bureau Estimates”
(<http://www.census.gov/pubinfo/www/hispnewsrels.html>, viewed 6/9/05)

“Hudson Institute for the U.S. Department of Labor found that 85% of the new entrants into the workforce in the year 2000 will be women, minorities, and immigrants.”
(<http://www.onlinewbc.gov/docs/starting/diversity.html>, viewed 6/9/05)

“Texas Moves Closer to ‘Majority-Minority’ Status, Census Bureau Estimates Show”
(<http://www.census.gov/pubinfo/www/hispnewsrels.html>, viewed 6/9/05)

“County Population Estimates by Race and Ethnicity Since 2000 Show Diversity Changing Local Demographics – The U.S. Census Bureau today issued its first county population estimates by...race and Hispanic origin...pinpointing at the local level what was previously found to be the case for the nation and the states – that America is becoming more racially and ethnically diverse.”
(<http://www.census.gov/pubinfo/www/hispnewsrels.html>, viewed 6/9/05)

According to census data, Illinois is one of the six most affected states, claiming 70 percent of foreign-born persons as of 2000. Second-generation Americans, natives with one or both parents born in a foreign country, numbered 30.4 million (11 percent the U.S. population). “Policy Options for a Changing Rural America” (Whitener, Leslie in *Amber Waves* 3, no.2; Apr. 2005: pp.28-35) indicates another trend - rural America is becoming increasingly diverse. Further, “Hispanics are the fastest growing racial/ethnic group in rural America...accounting for over 25 percent of non-metro population growth during the 1990s. With a younger population and higher fertility, Hispanics are now the fastest growing racial/ethnic group in rural America, and, almost half of all rural Hispanics live outside of the traditional settlement States in the Southwest. In many places...the influx of residents is straining housing supplies and other community resources. In addition, the younger age, lower education, and large family size of Hispanic households suggest increased demands for...education programs.”

Earlier research demonstrated that East Central Illinois included many rural counties and communities (see figure 2 on p.20 for a map illustrating the number of rural counties in Southern Illinois). In addition, changes in these counties and their local communities have resulted in increasingly diverse rural communities (see figure 4 on pp.25-28 for maps illustrating race and ethnic diversity by congressional district 15). Further, these charts do not communicate that minorities are not limited to Latino/as, Asians, and African-Americans. These figures do not show the additional diversity that results from factors such as country of origin with immigrants from areas as diverse as Mexico, Ethiopia, Thailand, Laos, India, Pakistan, Samoa, the Dominican Republic, and beyond. These widely diverse people are choosing rural communities because of the affordable housing and/or to work in rural industries such as farming, small

manufacturing firms, and the service sector. Increasingly the minority populations, such as those of Hoopston, are yearlong residents rather than seasonal residents as was more common in the past.

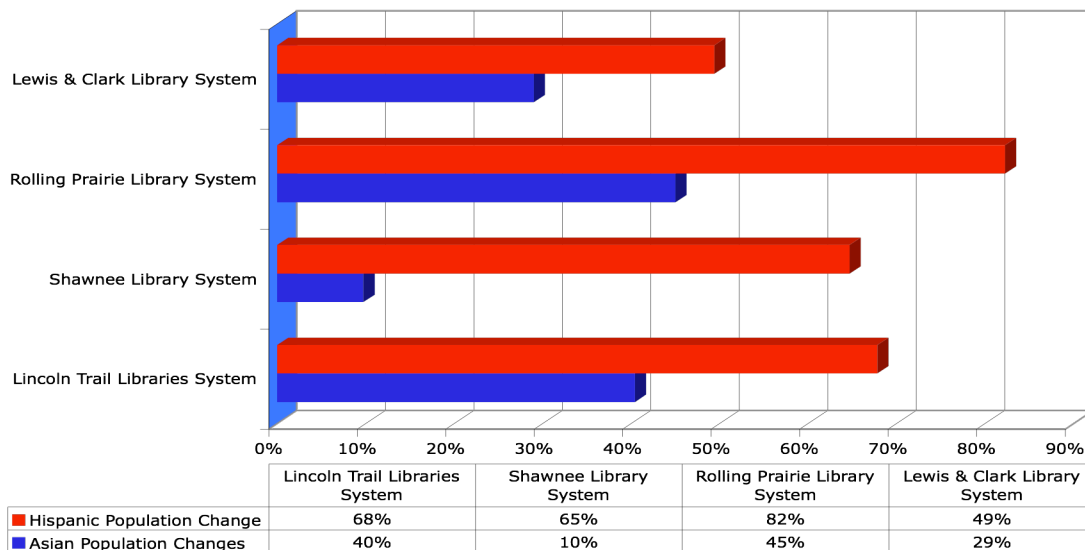
The following table illustrates dramatic increases (as a percent of the total) in Hispanic and Asian populations in East Central Illinois counties during the past decade. The Hispanic population increased 69%, and Asian populations increased 40% in these counties.

**LINCOLN TRAIL LIBRARIES SYSTEM -- POPULATION CHANGES -- 1990
- 2000 HISPANIC AND ASIAN**

County	Hispanic			Asian		
	1990	2000	% Change	1990	2000	% Change
Champaign	3,485	5,203	49%	8,033	11,592	44%
Clark	42	54	29%	36	23	-36%
Coles	405	737	82%	341	419	23%
Douglas	292	690	136%	41	51	24%
Edgar	52	154	196%	24	37	54%
Ford	81	176	117%	40	46	15%
Iroquois	660	1,217	84%	69	94	36%
Piatt	35	101	189%	11	21	91%
Vermillion	1,405	2,504	78%	507	498	-2%
TOTAL:	6,457	10,836	68%	9,102	12,781	40%

When expanding this to each of the four system partners, one finds this trend is equally apparent.

Population Changes 1990-2000 for Library Systems in Southern Illinois



However, this chart falls short of illustrating the dramatic change that has occurred in a number of counties throughout Southern Illinois. The following charts provide examples of the dramatic

changes scene in many counties in Southern Illinois, in some cases more than a 300% increase in certain populations. As a result, they are faced with increasingly diverse populations.

Rolling Prairie Library System (RPLS) covers 6,387 square miles in 13 counties, serving a total population of 514,596. RPLS has 45 public library members, 12 of which serve populations between 5,000 and 25,000, and of these 31 serve populations under 5,000. Note the instances of dramatic increases of Hispanic people in Christian, Menard, and Piatt counties; and Asian people in Piatt and Shelby.

**ROLLING PRAIRIE LIBRARY SYSTEM -- POPULATION CHANGES --
1990 - 2000 HISPANIC AND ASIAN**

County	Hispanic			Asian		
	1990	2000	% Change	1990	2000	% Change
Christian	103	345	235%	89	143	61%
Cumberland	39	68	74%	26	19	-27%
De Witt	80	213	166%	43	51	19%
Effingham	121	252	108%	95	112	18%
Logan	348	503	45%	143	175	22%
Macon	540	1,120	107%	506	680	34%
Mason	58	80	38%	38	33	-13%
Menard	37	94	154%	14	21	50%
Moultrie	38	68	79%	13	21	62%
Piatt	35	101	189%	11	24	118%
Sangamon	1,274	2,000	57%	1,377	2,135	55%
Shelby	45	110	144%	27	50	85%
TOTAL:	2,718	4,954	82%	2,382	3,464	45%

Shawnee Library System (Shawnee) covers some 12,719 square miles in 32 Southern Illinois counties, serving a population base of 645,365. Shawnee has 78 public library members, 25 of which serve populations between 5,000 and 25,000, and 50 serving populations under 5,000. Here we see even more dramatic increases in the Hispanic population. Note examples such as Crawford, Gallatin, Jefferson, Perry, and Pulaski counties. We see equally dramatic increases in Asian populations in Clay, Hardin, and Pulaski.

**SHAWNEE LIBRARY SYSTEM -- POPULATION CHANGES -- 1990 - 2000
HISPANIC AND ASIAN**

County	Hispanic			Asian		
	1990	2000	% Change	1990	2000	% Change
Alexander	54	138	156%	48	37	-23%
Clay	57	88	54%	29	78	169%
Clinton	336	570	70%	104	129	24%
Crawford	80	351	339%	48	73	52%

Edwards	30	32	7%	19	31	63%
Effingham	121	252	108%	95	112	18%
Fayette	154	174	13%	35	41	17%
Franklin	110	249	126%	84	75	-11%
Gallatin	16	56	250%	11	6	-45%
Hamilton	29	55	90%	21	12	-43%
Hardin	30	51	70%	13	30	131%
Jackson	1,082	1,443	33%	2178	1841	-15%
Jasper	32	48	50%	17	21	24%
Jefferson	157	531	238%	129	192	49%
Johnson	189	368	95%	14	22	57%
Lawrence	56	137	145%	21	18	-14%
Marion	232	378	63%	232	253	9%
Massac	44	123	180%	31	39	26%
Monroe	166	203	22%	57	87	53%
Perry	120	406	238%	63	74	17%
Pope	57	40	-30%	6	12	100%
Pulaski	29	107	269%	7	68	871%
Randolph	345	521	51%	83	95	14%
Richland	74	124	68%	43	99	130%
St. Clair	3,861	5,604	45%	2007	2438	21%
Saline	135	258	91%	40	57	43%
Union	182	481	164%	53	54	2%
Wabash	73	95	30%	80	64	-20%
Washington	48	108	125%	26	32	23%
Wayne	72	103	43%	44	59	34%
White	58	103	78%	35	26	-26%
Williamson	448	763	70%	252	327	30%
TOTAL:	8,477	13,960	65%	5925	6502	10%

Lewis and Clark Library System (LCLS) covers 4,915 square miles in 11 counties, and serves a population of 670,077. LCLS has 55 public library members, 21 of which serve populations between 5,000 and 25,000, and 30 serving populations under 5,000. Again most counties show increases, in some cases dramatically so, such as Bond and Calhoun.

**LEWIS AND CLARK LIBRARY SYSTEM -- POPULATION CHANGES -- 1990
- 2000 HISPANIC AND ASIAN**

County	Hispanic			Asian		
	1990	2000	% Change	1990	2000	% Change
Bond	80	253	216%	16	54	238%
Calhoun	12	32	167%	15	9	-40%
Clinton	336	570	70%	104	129	24%
Greene	44	77	75%	17	19	12%
Jersey	103	162	57%	32	62	94%
Macoupin	184	305	66%	88	103	17%

Madison	2,713	3,925	45%	1,420	1,596	12%
Monroe	166	203	22%	57	87	53%
Montgomery	235	326	39%	66	79	20%
St. Clair	3,861	5,604	45%	2,007	2,438	21%
Sangamon	1,274	2,000	57%	1,377	2,135	55%
TOTAL:	9,008	13,457	49%	5,199	6,711	29%

Taken as a whole there is significant change throughout Southern Illinois as seen in the following chart examining change in all four partnering systems:

	Hispanic			Asian		
	1990	2000	% Change	1990	2000	% Change
GRAND TOTAL:	26,660	43,207	62%	9,866	11,776	19%

The four partner systems also include a host of other factors that illustrate the need to address diversity in rural counties and communities (see figures 3-5 on pp.21-32 for maps illustrating race and ethnicity in congressional districts 12, 15, and 19, which include the counties that will be targeted by this grant).

In addition to clear and compelling statistics, there have been direct calls to action. In a recent presentation, Yolanda Cuesta – former Ethnic Services Consultant for the California State Library and currently president of Cuesta MultiCultural Consulting, compared the rural communities of Illinois to the rural communities of California just twenty years ago (30 years ago California was 80% white). In the mid 1980s California had minority census statistics similar to Illinois’ current minority census statistics. Over time rural Californian communities that did not view this trend as relevant to their community found them selves scrambling to meet the needs of these communities once they were large enough that they could no longer be ignored. As of the 2000 census, California is officially the first “minority-majority” state, meaning minorities out number the Caucasian population and that there is, in fact, no majority population. During her presentation, Cuesta urged librarians in East Central Illinois not to wait, but to “start preparing now. “

LTLS, Shawnee, RPLS, and LCLS believe now is the time to respond to the need to demonstrated by census changes and to answer Yolanda Cuesta’s call, by helping rural libraries in the Southern half of Illinois (see figure 2 on pg.20 for a map illustrating the number of rural counties in Southern Illinois) meet current needs and begin preparations to meet future needs as these populations continue to expand in rural, Southern Illinois. As demonstrated by the number of libraries serving communities with less than 5000 people, a considerable challenge for individual rural communities is the scale of newly diverse communities. Generally, these new culturally diverse segments are a tiny portion of their already small communities, which makes it difficult to justify the use of limited budgets to serve a small part of the larger community. In

addition, libraries in urban centers and other large communities generally have local organizations that are easy to locate and often have more financial resources to address this issue.

For rural libraries this is not a given, and they do not have easy access to diversity training, opportunities for cultural enrichment, and access to social organizations that serve immigrant or culturally diverse populations, as these organizations are often regional in nature and/or are difficult to locate. The community of rural libraries will once again need to demonstrate their innovative and creative nature through collaborative efforts to effectively meet the needs of increasingly diverse populations – populations that are growing yearly, and in some cases expand astronomically in a relatively short period of time due to the addition of a new plant or company or other factors. Though many rural librarians may be aware of these residents, most are not well equipped to meet their needs because they do not recognize these populations exist, or do not know how to reach them, and/or lack the confidence to reach out.

In FY 2005, LTLS worked with rural libraries in East Central Illinois to develop a process by which they can begin to address the needs of these populations by learning about them, learning about and connecting with other organizations that are serving the same groups, and gaining confidence to reach out and learn what these populations need. The process initially involved outreach to libraries and non-library agencies with common goals to address the needs arising from such pockets of diverse people, and a series of programs to begin a dialog among libraries, non-library agencies with common goals, and community leaders. Through partnership between LTLS, Shawnee, Rolling Prairie, and Lewis and Clark Library Systems, this process will now be enriched, improved and expanded throughout Southern Illinois to help libraries meet a range of challenges:

- Cultural and language barriers make communication difficult.
- People from other cultures have differing ideas about what libraries actually do and what services they offer.
- Resources may not be immediately available, both in the community and in the library, to serve new immigrant populations.
- Library staff often feels uncomfortable communicating with a more diverse population because they have had little exposure to them.
- Immigrant populations may change from year to year and the library can face swiftly changing needs in short periods of time.

Project Outcomes

Working together LTLS, Shawnee, RPLS, and LCLS will achieve the following:

- Provide library staff and community leaders greater awareness about and understanding of diversity through a range of programs.
- Develop an extensive network of rural libraries with common goals to enhance service to underserved diverse populations.
- Build non-library agencies serving the needs of these populations into this network, so as to facilitate discussion and initiate opportunities for discovery of potential partnerships;

and to sustain efforts to understand and meet the needs of diverse populations beyond FY2006.

Measuring Success

The success of this initiative will be measured by, but is not limited to, the following:

- Participation in programs by libraries, community members, and community leaders.
- Feedback from libraries via program evaluations and correspondence with system consultants and the Diversity Consultant.
- Programs and services emerging during the grant year and in following years.
- Expansion of the network such that it is representative of the Southern half of Illinois.
- An extensive web portal to support ongoing efforts to meet the needs of diverse populations.

Implementation Plan

LTLS' role will be to provide overall fiscal grant management for the project and the provision of a system consultant to act as project director. LTLS has a proven track record of successfully implementing and fiscally managing grant projects, many of which involved multiple libraries and cooperating agencies as seen in grant programs. Programs include but are not limited to Lighting the Fire/Blazing a Trail, Project12, and Cultural Competency for libraries in East Central Illinois.

The Project Director will oversee the grant activities and assure that the project goals are being met. The Project Director will work directly with the Diversity Consultant to plan and implement the diversity program.

The Diversity Consultant will be hired to take primary responsibility for carrying out the program plan under the direction of the Project Director (see Diversity Consultant job description on pg.33). The Diversity Consultant will be responsible for coordinating the development of the diversity and cultural competency training, and the Spanish language coursework. The Diversity Consultant will work directly with the participating systems, and participating libraries, making on-site visits as necessary. The main goal for the Diversity Consultant is outreach to the communities that serve diverse populations and developing a network between libraries and key organizations and individuals in Southern Illinois.

ShLS, LCLS and RPLS will each provide a liaison with whom the Diversity Consultant will coordinate the programs in their area.

Activity	Start Date	Finish Date	Responsibility
Project Director attends State meeting	09/2005	10/2005	Project Director
Diversity Consultant contract executed.		10/01/2005	LTLS
Diversity Consultant begins work to expand Network.	10/01/2005	11/30/2005	Diversity Consultant
Diversity Consultant works with system consultants at LTLS, ShLS, LCLS, and RPLS to coordinate and organize activities.	10/01/2005	12/31/2005	Diversity Consultant, ShLS, RPLS, LCLS, and LTLS
Arrangements with panelists completed.	10/01/2005	12/31/2005	Diversity Consultant
Contracts with speakers and Spanish instructors executed.	10/01/2005	12/31/2005	Diversity Consultant

Diversity Consultant continues work on network	01/01/2006	06/30/2006	Diversity Consultant
Diversity Forum.	11/01/2005	02/28/2006	Diversity Consultant, Project Manager, LTLS Consultants and other system consultants, Participating Libraries
First Cultural Competency Workshop.	02/01/2006	03/31/2006	Diversity Consultant, Project Manager, LTLS Consultants and other system consultants, Participating Libraries
Poverty simulator activity/ies	02/01/2006	03/31/2006	Diversity Consultant, Project Manager, LTLS Consultants and other system consultants, Participating Libraries
I Am An American (several times in various locations)	02/01/2006	03/31/2006	Diversity Consultant, Project Manager, LTLS Consultants and other system consultants, Participating Libraries
Basic Library Spanish (several times in various locations)	02/01/2006	03/31/2006	Diversity Consultant, Project Manager, LTLS Consultants and other system consultants, Participating Libraries
Diversity Consultant continues work and inputs documentation into web portal.	01/01/2005	06/30/2005	Diversity Consultant
Second Cultural Competency Workshop	04/01/2006	06/30/2006	Diversity Consultant, Project Manager, LTLS Consultants and other system consultants, Participating Libraries
Poverty Simulator Activity/ies	04/01/2006	06/30/2006	Diversity Consultant, Project Manager, LTLS Consultants and other system consultants, Participating Libraries
I Am An American (several times in various locations)	04/01/2006	06/30/2006	Diversity Consultant, Project Manager, LTLS Consultants and other system consultants, Participating Libraries
Basic Library Spanish (several times in various locations)	04/01/2006	06/30/2006	Diversity Consultant, Project Manager, LTLS Consultants and other system consultants, Participating Libraries

Management Plan

Based on the success of the diversity initiative in East Central Illinois, Lincoln Trail Libraries System seeks an opportunity to work in partnership with Rolling Prairie Library System, Shawnee Library System, and Lewis and Clark Library System to enrich, improve, and deploy a broader initiative throughout the Southern half of Illinois.

LTLS will dedicate the necessary resources to carry out the program plan by acting as fiscal agent for the project, providing financial support for the project pending reimbursement, and through the provision of substantial local contribution of professional staff expertise and time.

The system professional staff brings a strong sense of personal commitment to the successful development of this project. It was clear to us during previous efforts that rural libraries are often not equipped, funded or staffed to address the issues presented to their library by diverse populations. It is also clear that this issue is not being systematically addressed by rural libraries due to a lack of training opportunities and the absence of institutional infrastructure to support local efforts. LTLS sees an initiative of this type as one which can be most effectively conducted on a regional library system level. Further, it is a natural extension of previous work to expand the scope to include other regional library systems that serve mostly rural libraries.

The most significant challenge is the scope of the target area, the Southern half of Illinois. Challenges relating to this factor will be addressed in a number of ways that relate to the establishment of clear roles and responsibilities for LTLS staff as project manager, the partnering library systems, and the Diversity Consultant.

- The Project Director and Diversity Consultant will be able to address any issues that arise in relation to the management of the project.
- The Project Director and system consultant liaisons will assist with coordination of events and communications to member libraries. These communications will publicize the efforts, gain buy in, and generate greater participation.
- Participating libraries will assist with increased participation of the community and community leaders as appropriate and will receive guidance from the consultant group when this assistance is required.
- The Diversity Consultant will focus considerable effort on locating key non-library agencies and individuals working with, in, and for diverse populations and coordinate their participation in activities and connection to member libraries.

Communication/Marketing Plan

The communications and marketing plan is a series of ongoing efforts that inform the public, partners, libraries, agencies and individuals with similar concerns about the project and its progress over the coming year. Many of these communications pieces will build on one another. Much of the communication will be built on direct communications initiated by the Diversity Consultant. In addition, the consultant will build the experiences, contacts, results, transcripts, descriptions, photos, and/or narratives, and any other materials deemed appropriate into the web portal that was established in FY 2005. The following timeline serves to create a visual link between communications and marketing efforts and the activities of the grant. Note that communications and marketing will follow the timeline of activities.

Activity	Start Date	Finish Date	Associated Communications/Marketing
Project Director attends State meeting	09/2005	10/2005	No associated comm./mark.
Diversity Consultant contract executed.		10/01/2005	Press releases regarding grant receipt and project plan released to state papers, systems and other supporters for publication in papers, etc.
Diversity Consultant begins work to expand Network.	10/01/2005	11/30/2005	PR regarding grant receipt continues. Diversity consultant begins work communicating with relevant non-library agencies.
Diversity Consultant works with system consultants at LTLS, ShLS, LCLS, and RPLS to coordinate and organize activities.	10/01/2005	12/31/2005	Communications with system consultants, and member libraries across Southern Illinois commence. This includes info about: <ul style="list-style-type: none"> • Initiative • Programs • Other key info Diversity consultant continues comm.. w/ relevant non-library agencies.
Arrangements with panelists completed.	10/01/2005	12/31/2005	Communications to community leaders about the initiative and opportunities to participate begin. Issued via participating libraries
Contracts with speakers and Spanish instructors executed.	10/01/2005	12/31/2005	Communications to community leaders continue. Advertisement about opening forum and tentative schedule for spring programs for libraries begins.
Diversity Consultant continues work on network	01/01/2006	06/30/2006	Advertisement to libraries and community leaders about the diversity forum and spring programs continue. Diversity consultant continues comm..

			with relevant non-library organizations.
Diversity Forum.	11/01/2005	02/28/2006	Press releases about the forum diversity forum for systems and participating libraries to publicize work on the diversity initiative.
First Cultural Competency Workshop.	02/01/2006	03/31/2006	Additional advertisement for spring programs. PR for community leaders to use regarding their attendance at diversity workshops.
Poverty simulator activity/ies	02/01/2006	03/31/2006	Additional PR for libraries, community leaders, and systems participating in this event. Diversity consultant continues comm. with relevant agencies.
I Am an American (several times in various locations)	02/01/2006	03/31/2006	PR releases made available to libraries hosting these events.
Spanish Language (several times in various locations)	02/01/2006	03/31/2006	Communications and advertisement regarding remaining spring programs. Diversity consultant continues comm. with relevant non-library agencies and identified lead libraries.
Diversity Consultant continues work and inputs documentation into web portal.	01/01/2005	06/30/2005	Diversity consultant continues communications with identified lead libraries and non-library agencies. Diversity consultant begins inputting network data into the web portal and begins developing for long-term promotion of the diversity initiative. Additional communications and advertisement for spring programs
Second Cultural Competency Workshop	04/01/2006	06/30/2006	More PR for participants. Diversity consultant continues development of web portal, and in particular the network information.
Poverty Simulator Activity/ies	04/01/2006	06/30/2006	Additional PR for participants. Diversity consultant continues development of web portal.
I Am an American (several times in various locations)	04/01/2006	06/30/2006	Additional PR for hosting libraries and systems.
Spanish Language (several times in various locations)	04/01/2006	06/30/2006	Continue PR for initiative. Introduction of web portal and associated PR/communications/etc.

Project Sustainability

The network being established by the diversity consultant will play a primary and central role in supporting and sustaining this diversity initiative throughout Southern Illinois. Experiences with the libraries of East Central Illinois have demonstrated that once the connections are established the libraries and non-library agencies with similar interests are able to develop and incorporate these connections into how they operate, develop programs and services for diverse populations, and engage in effective promotion of programs and services. Some examples of this phenomena are as follows:

From our libraries (Sally Newbury – Gillman-Danforth District Library)

“I think I have found one ‘gatekeeper’ in the Hispanic community. She is a young mother going to college who wants to teach a Spanish class in our library for young children. Her own children have grown up speaking only English, but now she wants them to speak Spanish as well. She and her husband are fluent Spanish speakers. We are going to invite several children who are fluent in Spanish to act as models. I want to sponsor English as a second language classes as well, so I am going to ask her to help with that, too.”

From the East Central Illinois Refugee Mutual Assistance Center

Ha Ho, co-director of the East Central Illinois Refugee Mutual Assistance Center, participated in our Diversity Forum and our "I Am An American" presentations. As a result of connections made through these programs, Madame Ho is working with area libraries to host programs geared to legal permanent residents of the United States who are interested in becoming American citizens. The goal is to hold a series of citizenship drives in local libraries throughout East Central Illinois, with particular focus on those with larger immigrant populations.

In addition, LTLS and the partnering library systems are committed to supporting and sustaining the model process developed for this cultural competencies initiative, both during and after the grant period. This will be accomplished using a variety of approaches such as:

- LTLS and partnering systems will continue to add multicultural and diversity related programming to ongoing continuing education.
- Partnering library systems will continue to do outreach to non-library contacts established by the diversity consultant.
- LTLS will support ongoing maintenance of the web portal.
- LTLS and system partners will continue to promote collaborative solutions to meeting the needs of diverse populations by acting as a model to member libraries and serving as mentors regarding questions about service to diverse and minority populations.
- Partnering library systems will continue to support diversity efforts of the Illinois State Library by hosting events, partnering to develop programs, and more.

Figure 1: Diversity and Cultural Competency in Rural Libraries: A Multi-System Initiative

Following is a preliminary listing of library systems and libraries that support this initiative, and have indicated this by submitting a letter of support (see letters of support following the Diversity Consultant job description on pp.33).

System	Library	City	Writer
LCLS	Lewis & Clark Library System	Edwardsville	Tina Hubert
LTLS	Camargo Township District Library	Villa Grove	Janice Johnson
LTLS	Champaign Public Library	Champaign	Sarah Dutelle
LTLS	Charleston Carnegie Public Library	Charleston	Sheryl Snyder
LTLS	Chrisman Public Library	Chrisman	Mary E. Galway
LTLS	Danville Public Library	Danville	Barb Nolan
LTLS	East Central Illinois Refugee Mutual Assistance Center (ECIRMAC)	Urbana	Deborah Hlavna
LTLS	Georgetown Public Library	Georgetown	Linda Davidson
LTLS	Gilman-Danforth District Library	Gilman	Sally Newbury
LTLS	Hoopeston Public Library District	Hoopeston	Lou Graham
LTLS	Marshall Public Library	Marshall	Nancy Claypool
LTLS	Mortenson Center for International Library Programs at the University of Illinois	Urbana	Barbara Ford
LTLS	Newman Township Library	Newman	Renee Henry
LTLS	Paris Carnegie Public Library	Paris	Teresa Pennington
LTLS	Rantoul Public Library	Rantoul	Holly Thompson
LTLS	Sidney Community Library	Sidney	Elaine Bagwell
LTLS	West Union District Library	West Union	Anita Dolson
LTLS	Willow Branch Township Library	Cisco	Mary Heidkamp
RPLS	Dove, Inc.	Decatur	Linda Reed-Thompson
RPLS	Helen Matthes Library	Effingham	Amanda Standerfer
RPLS	Marrowbone Public Library District	Bethany	Sally Ascenzo
RPLS	Rolling Prairie Library System	Decatur	Beverly Obert
RPLS	Taylorville Public Library	Taylorville	Dorothy Siles
ShLS	Anderson Learning Resource Center at Olney Central College	Olney	Charlotte Bruce
ShLS	Evans Public Library District	Vandalia	Candy Zeman
ShLS	Harrisburg District Library	Harrisburg	Ruth Miller
ShLS	Marion Carnegie Library	Marion	Linda Mathias
ShLS	Shawnee Library System	Carterville	Joe Harris

Figure 2

Rural Illinois

The following illustrates the number of counties in Southern Illinois that are considered rural (populations less than 25,000). Note that the majority of the libraries targeted by this grant are serving less than 5,000.

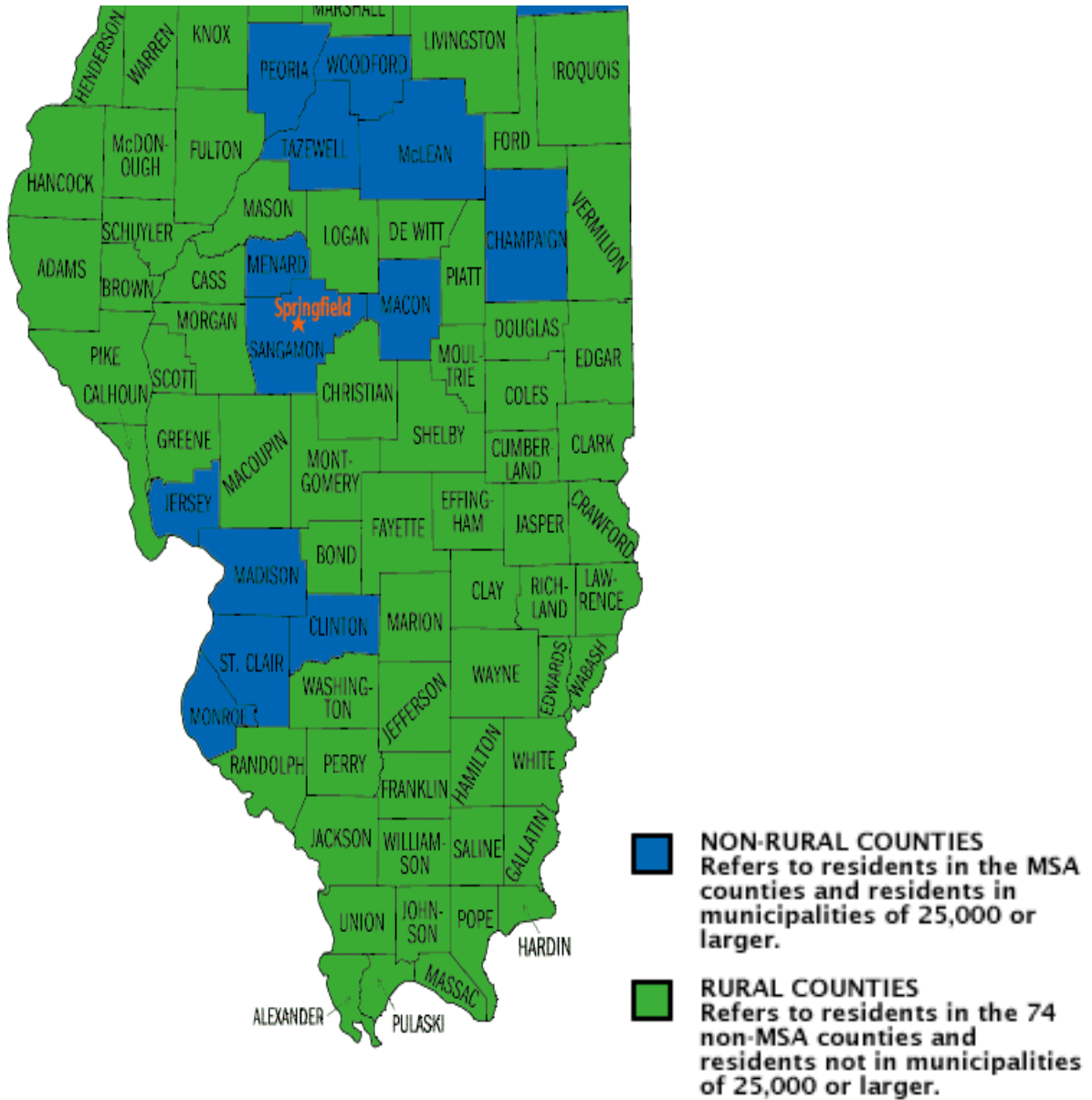
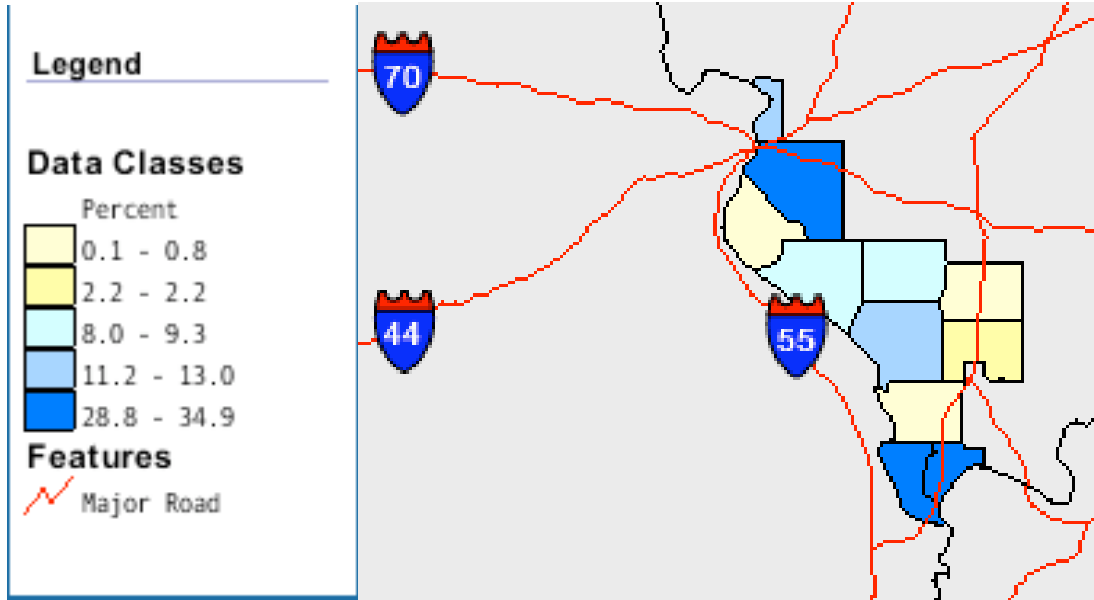


Figure 3: 12th Congressional District

Percent of Persons Who Are Black or African American Alone: 2000



Percent of Persons Who Are American Indian or Alaskan Native Alone: 2000

Legend

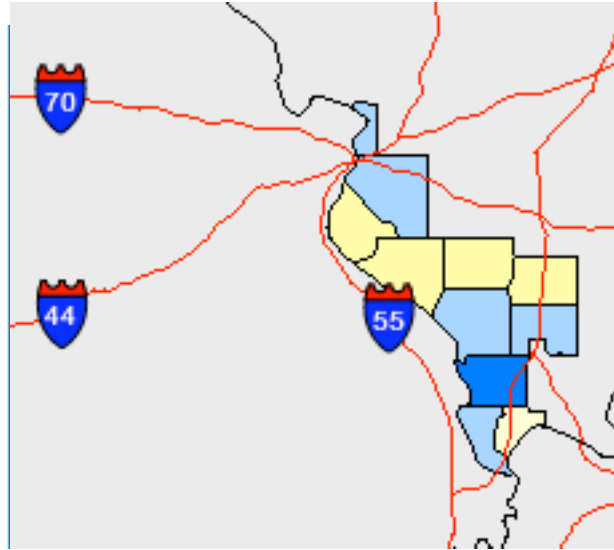
Data Classes

Percent

0.1 - 0.1
0.2 - 0.2
0.3 - 0.3
0.4 - 0.4

Features

Major Road



Percent of Persons Who Are Asian Alone: 2000

Legend

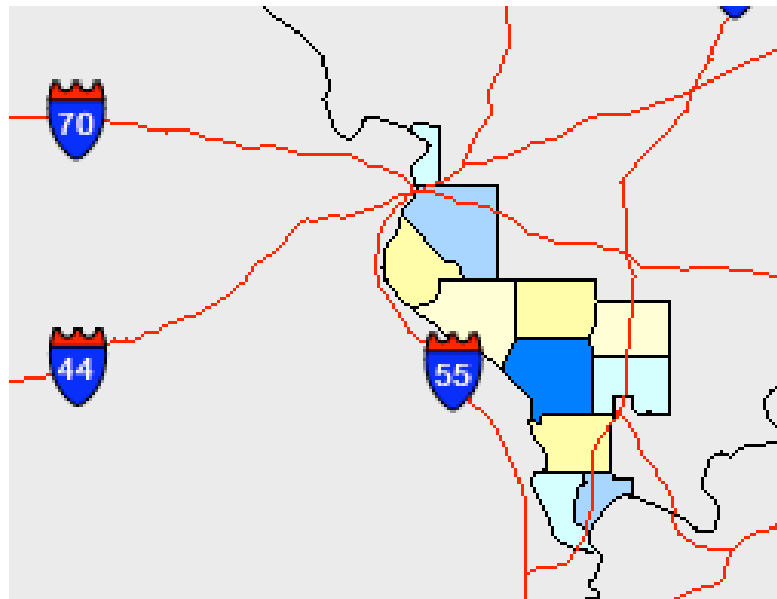
Data Classes

Percent

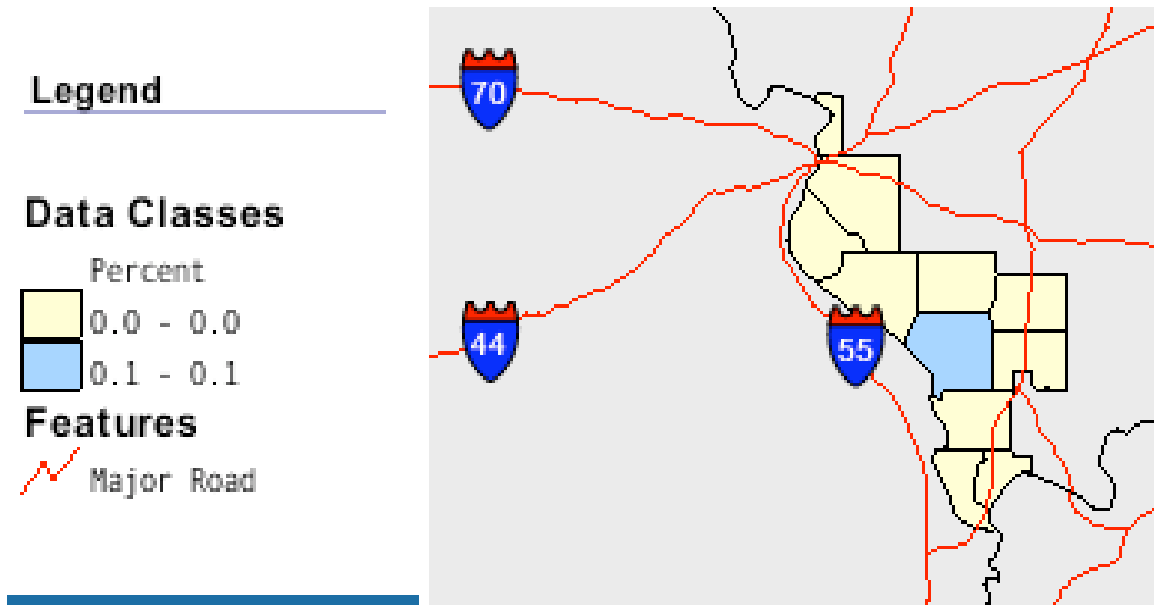
0.2 - 0.2
0.3 - 0.3
0.4 - 0.5
0.9 - 0.9
3.0 - 3.0

Features

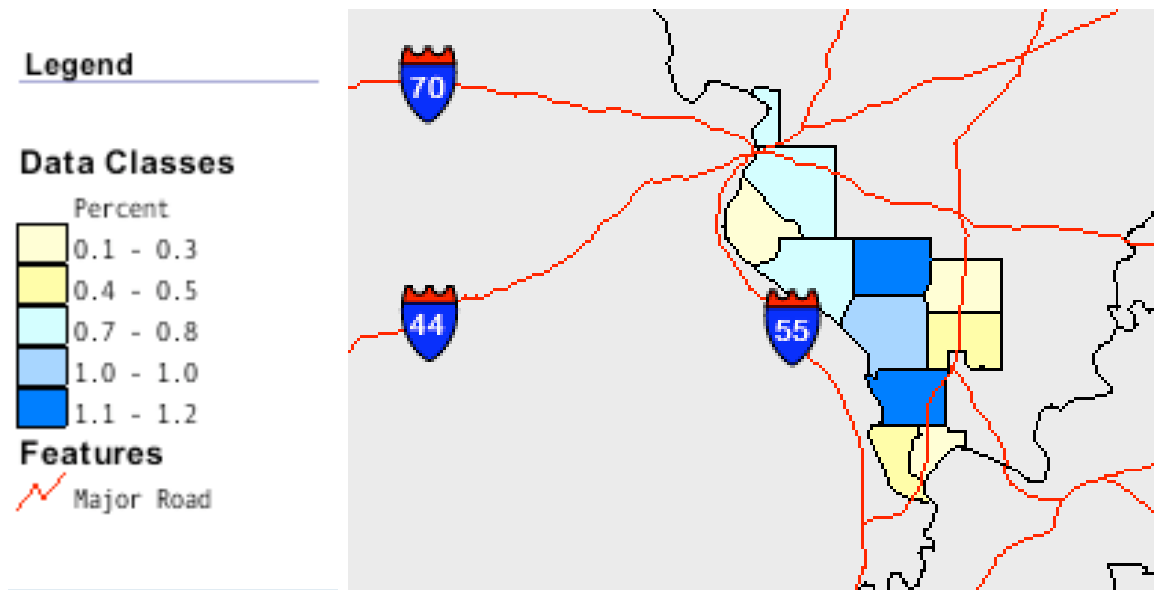
Major Road



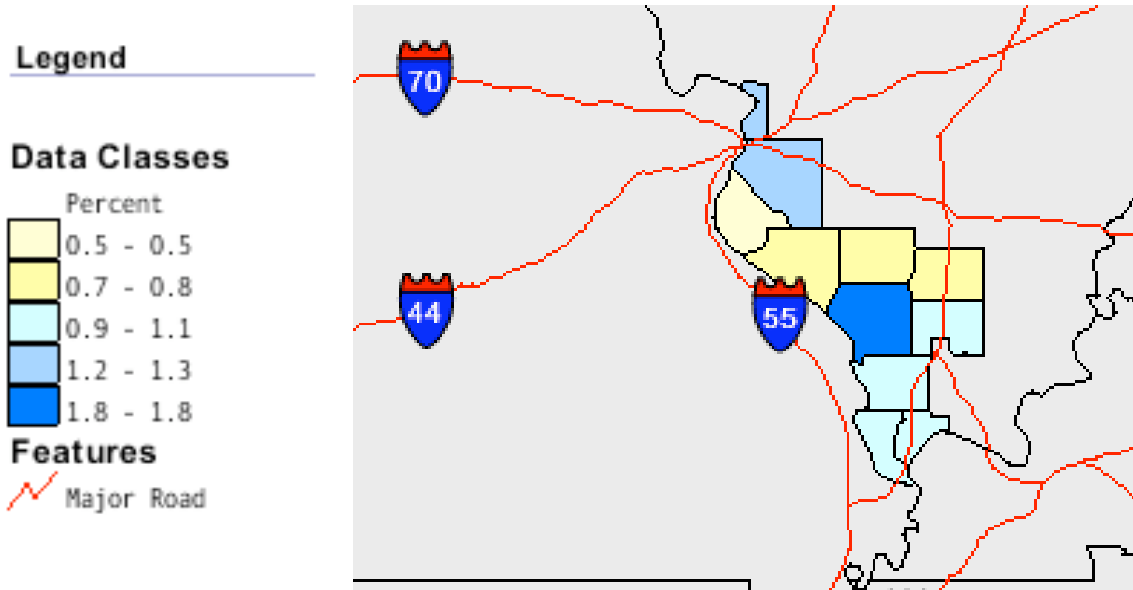
Percent of Persons Who Are Native Hawaiian and Other Pacific Islander: 2000



**Percent of Persons Who Are Some Other Race Alone:
2000**



**Percent of Persons Who Are Two or More Races:
2000**



Percent of Persons Who Are Spanish or Latino (of any race): 2000

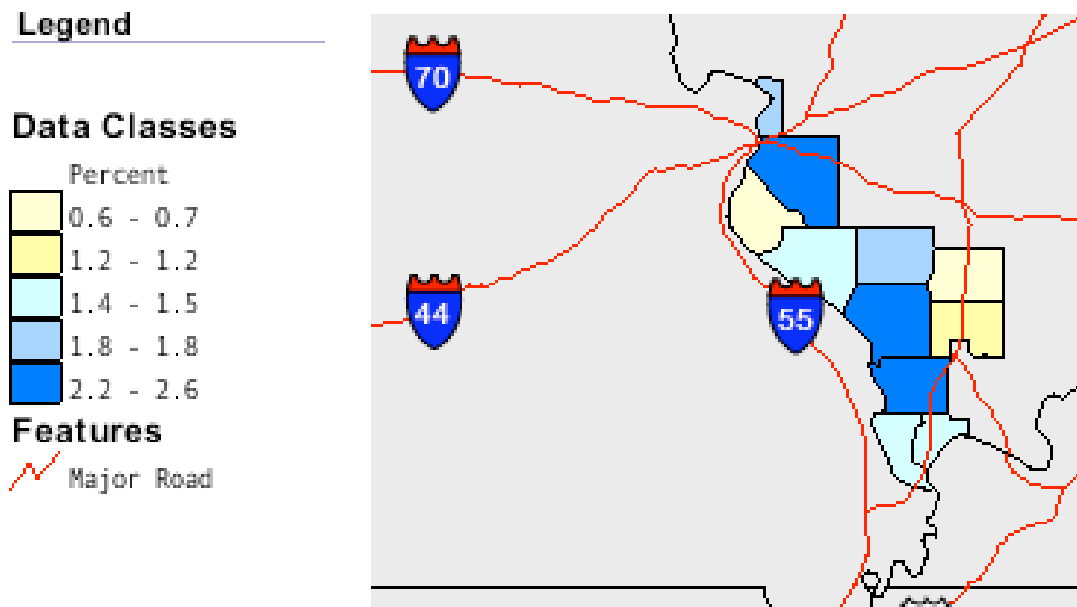
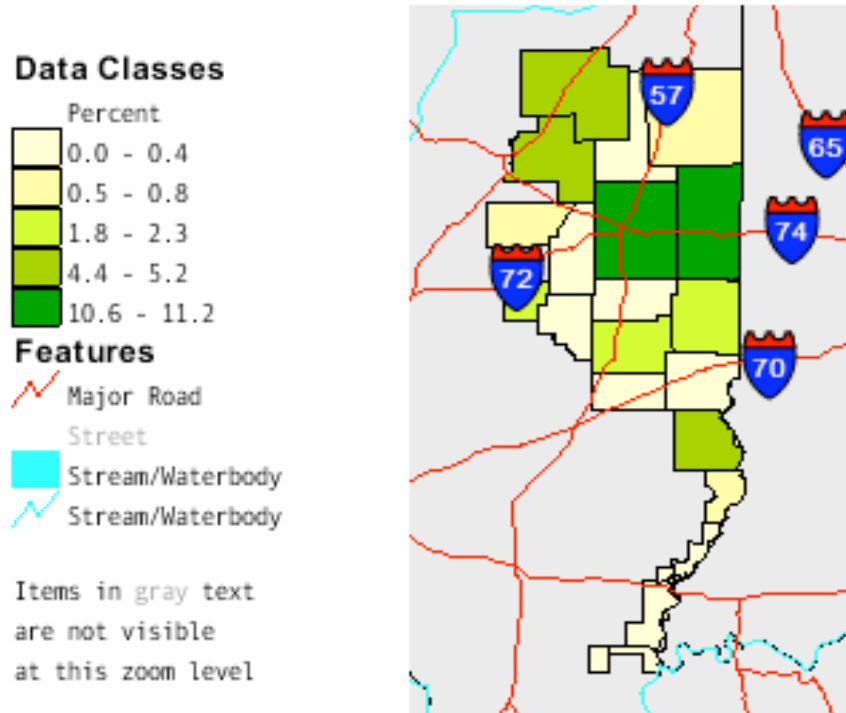
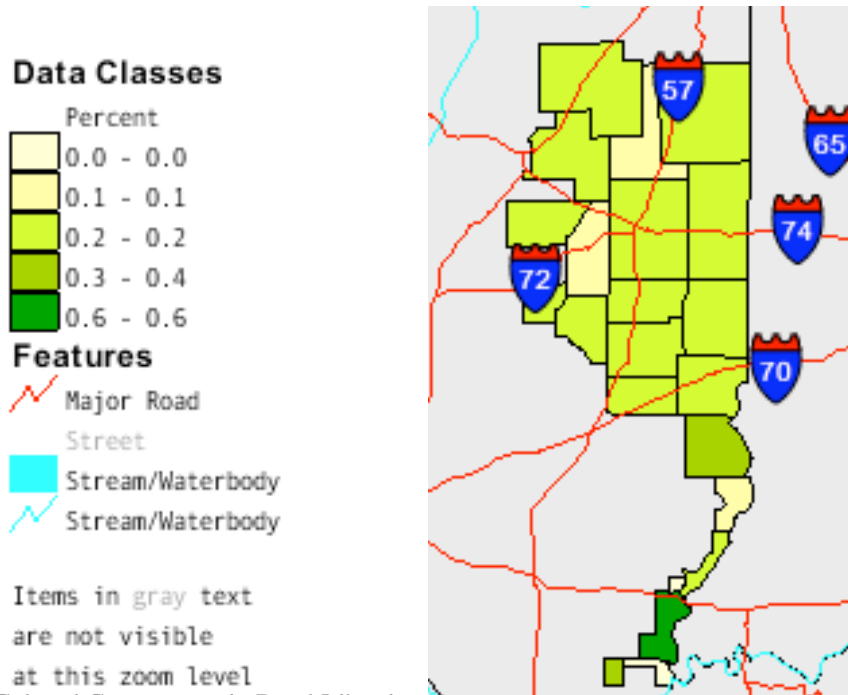


Figure 4: 15th Congressional District

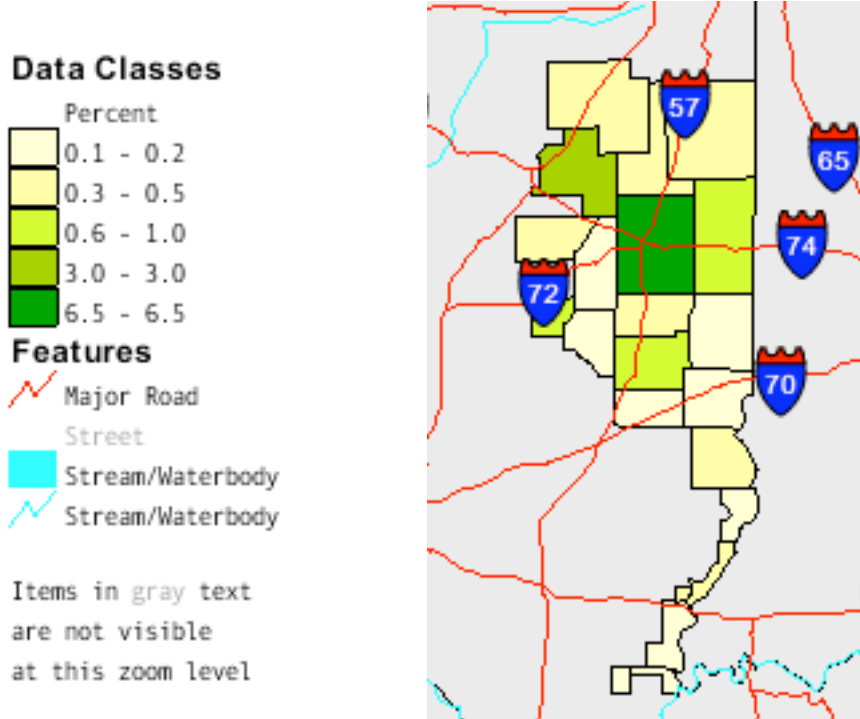
Percent of Persons Who Are Black or African American Alone: 2000



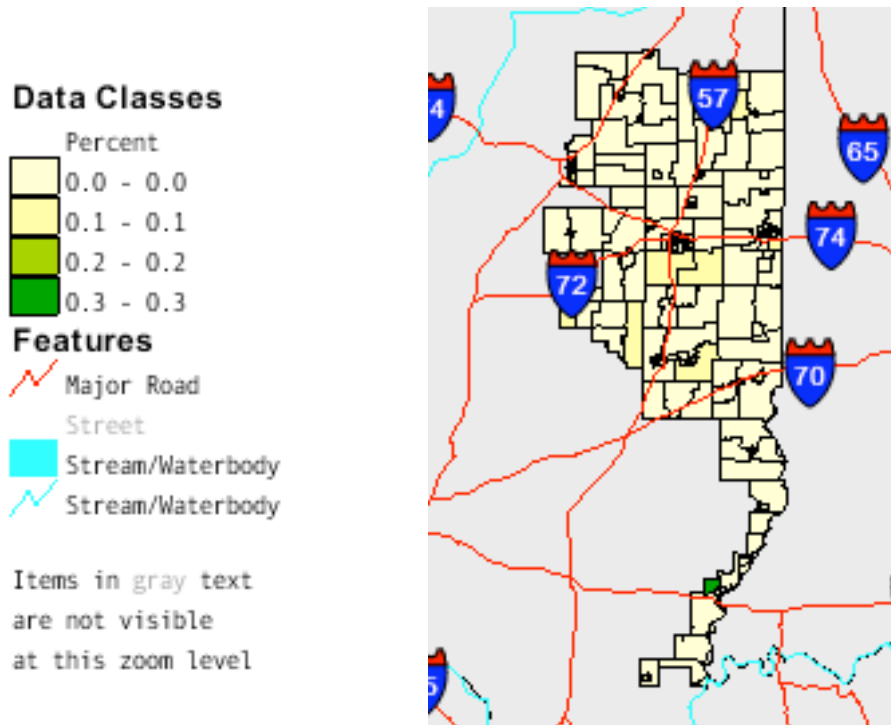
Percent of Persons Who Are American Indian or Alaskan Native Alone: 2000



Percent of Persons Who Are Asian Alone: 2000

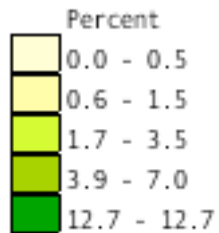


Percent of Persons Who Are Native Hawaiian and Other Pacific Islander: 2000

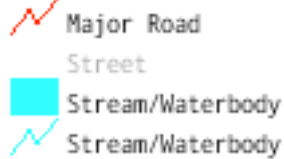


Percent of Persons Who Are Some Other Race Alone: 2000

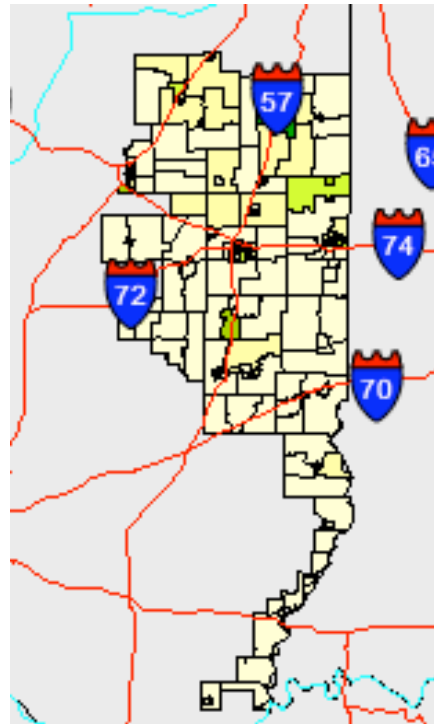
Data Classes



Features

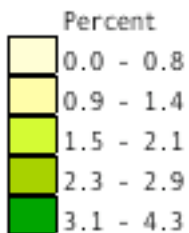


Items in gray text
are not visible
at this zoom level

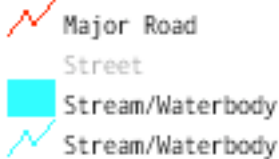


Percent of Persons Who Are Two or More Races: 2000

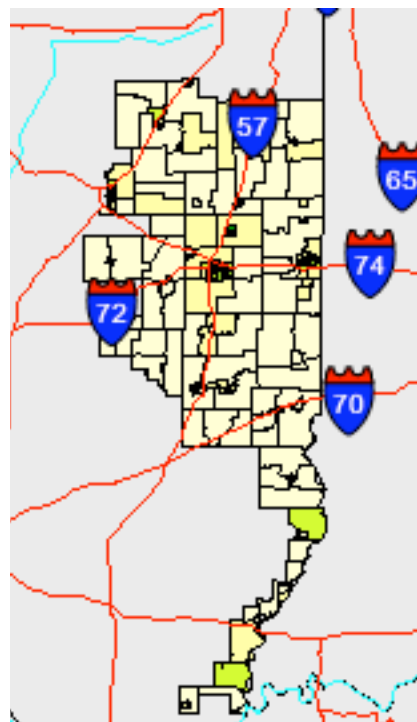
Data Classes



Features



Items in gray text
are not visible
at this zoom level



Percent of Persons Who Are Spanish or Latino (of any race): 2000

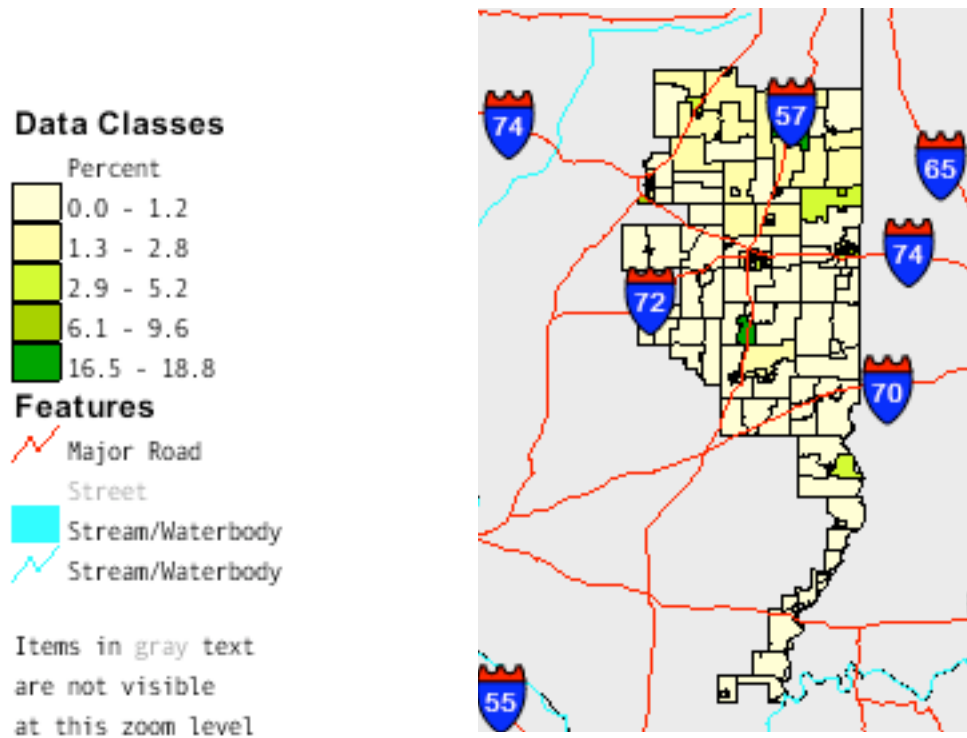
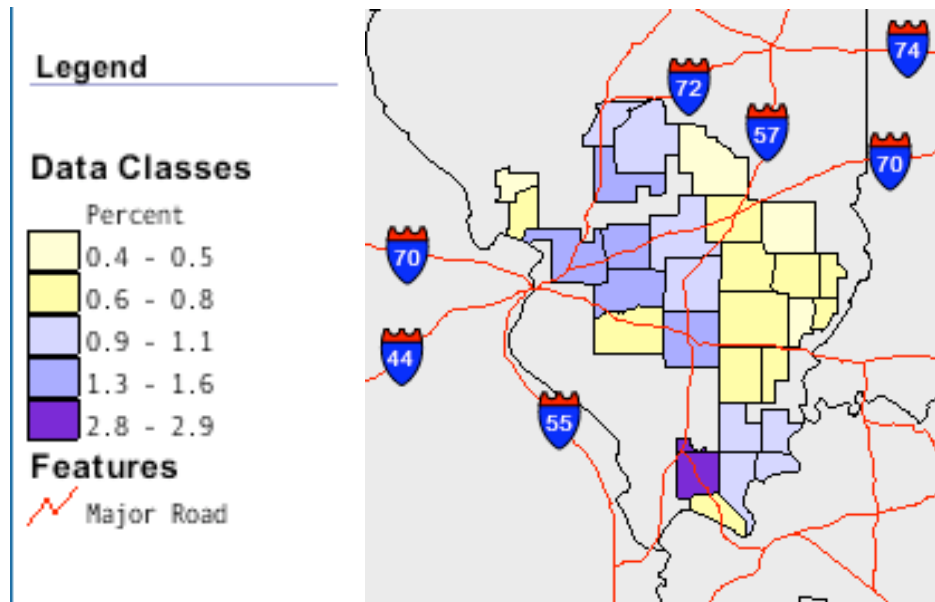
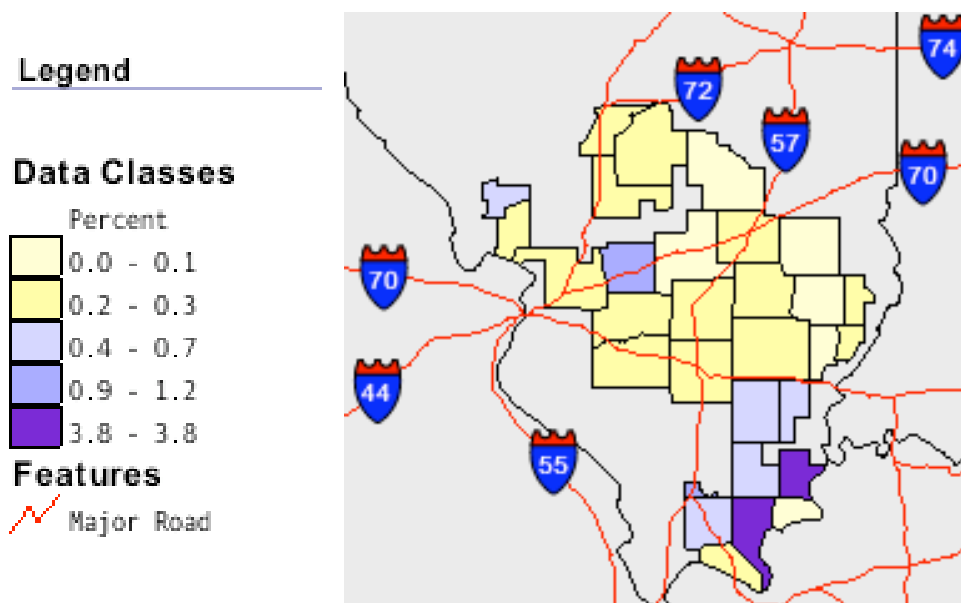


Figure 5: 19th Congressional District

Percent of Persons Who Are Black or African American Alone: 2000



Percent of Persons Who Are American Indian or Alaskan Native Alone: 2000



Percent of Persons Who Are Asian Alone: 2000

Legend

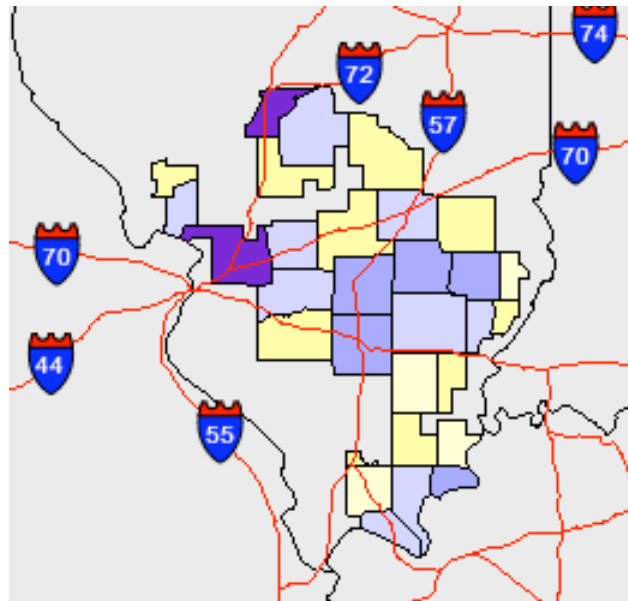
Data Classes

Percent

0.0 - 0.1
0.2 - 0.2
0.3 - 0.4
0.5 - 0.6
0.8 - 1.0

Features

Major Road



Percent of Persons Who Are Native Hawaiian and Other Pacific Islander: 2000

Legend

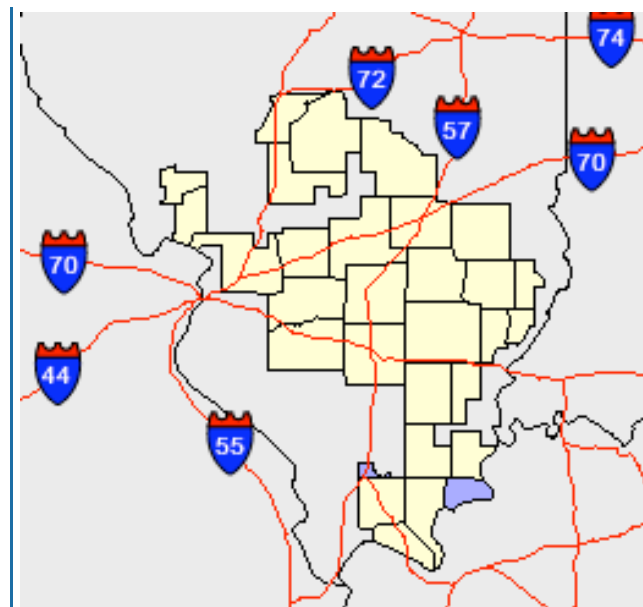
Data Classes

Percent

0.0 - 0.0
0.1 - 0.1

Features

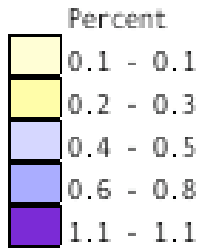
Major Road



Percent of Persons Who Are Some Other Race Alone: 2000

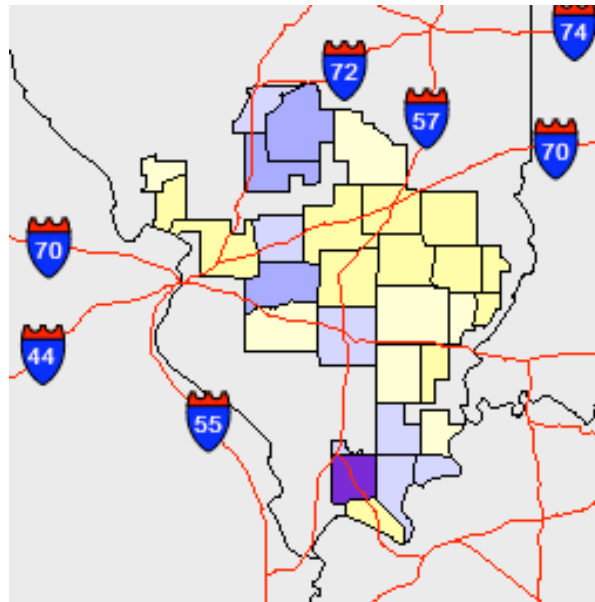
Legend

Data Classes



Features

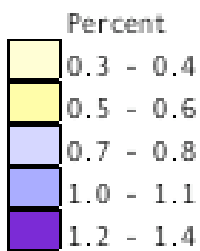
Major Road



Percent of Persons Who Are Two or More Races: 2000

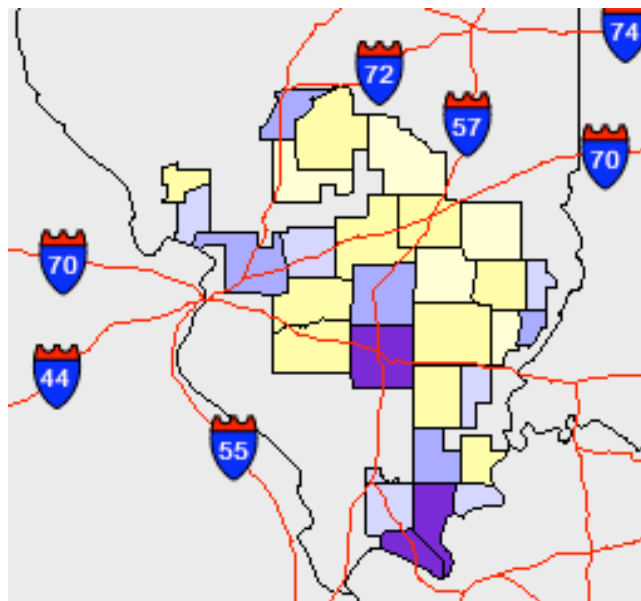
Legend

Data Classes



Features






Major Road



Percent of Persons Who Are Spanish or Latino (of any race): 2000

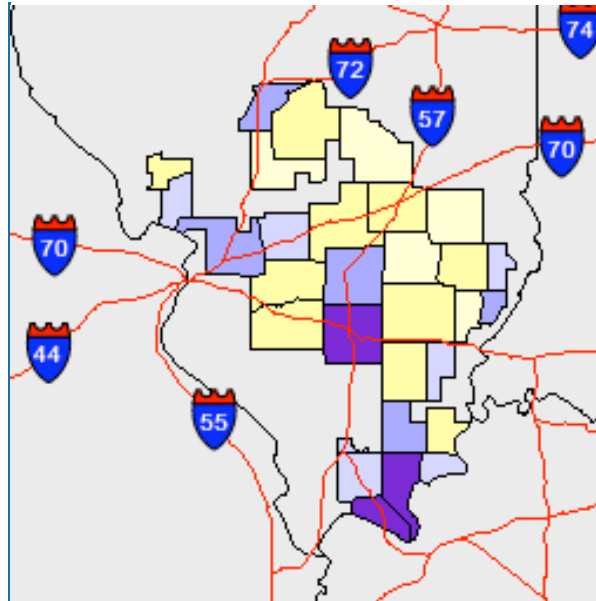
Legend

Data Classes

Percent	
	0.3 - 0.4
	0.5 - 0.6
	0.7 - 0.8
	1.0 - 1.1
	1.2 - 1.4

Features

 Major Road



Diversity Consultant

BASIC FUNCTION

The Diversity Consultant is responsible for providing consulting services to partnering library systems, libraries, governing officials and other agencies in topics related to Cultural Diversity. This includes providing or working with these agencies to coordinate training, education, and other programming. The position is also responsible for managing the grant project and promoting the use and development of library services. The Consultant will assist libraries, work with contractors, and develop relations with non-library agencies working with, in, and for diverse populations. This position will assist libraries in development of programs to provide outreach to minority communities, which will enable libraries to discover and work toward meeting needs. In addition, the Consultant will be responsible for incorporating material and networking contacts into the database established in FY 2005.

EXAMPLES OF WORK

- Maintain ongoing contact with partnering systems, participating libraries, and governing officials to answer questions regarding the service program.
- Contact and visit libraries to provide on-site consulting services on cultural diversity topics as needed. Assist libraries in solving problems and initiating programs and services aimed at reaching out to and meeting the needs of diverse populations.
- Writes, reports, and compiles statistics describing the project and contacts with libraries.
- Negotiates contracts for services related to the project (subject to approval by Executive Director).
- Develops and expands previously established web site.
- Researches, prepares and makes public presentations on the project.

EDUCATION AND TRAINING

- Requires a masters degree in Library Science or equivalent professional degree.
- Requires experience in working with culturally diverse communities.
- Requires experience in working with a variety of types of libraries.
- Requires a valid Illinois drivers license.