

Instructions for Section I-A

Download all of the handouts (pdf format). For each handout read the instructions below:

Steps to New Awareness and Skills – This is a visual introduction for the 4 steps mentioned in the video. As your level of awareness increases you will begin to move towards the fourth Step. However, this process will continue over and over.

Impacts, Concerns and Hopes – On this sheet, brainstorm what you think are the impacts of having Insider and Outsider feelings or groups at your library. And, then, if you like, write out the impacts of having a more inclusive library. (You should see some direct opposites between your two lists.) Next, as you begin this program, write your concerns for your library and yourself such as: “We won’t have enough time” or “Not everyone will get involved”. In the second column write your hopes such as: “I hope we’ll find some innovative ways to reach more young people” or “I hope I’ll feel more comfortable with our newer immigrant groups.” This exercise can be done alone or as a group. (Note: Always end on hopes for an upbeat close. From time to time, as you gain successes, go back to this list and address the concerns and celebrate the hopes come true. “Did we take care of this concern? Did our hopes come true?”)

A Personal Vision – Take the time to clearly define what an inclusive library, your inclusive library, would look and sound like. Create an inspirational picture by asking yourself the following questions. This sheet can be used as a brainstorming tool in a group environment.