

Instructions for Session I-D

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

Article – O’Halloran, Susan. *What do We Mean by Systemic or Institutional Change?*
This article is provided for background information.

Organizational Assessment – To create a lasting cultural change means to create an organizational tradition of inclusion and respect. Every category printed here may not fit for your library. Use this assessment as a brainstorming tool for how you can create transformative cultural change at every level of your library. There are multiple sections on Foundation and Purpose, Personnel, Policies/Practices, and Structures. Rate each line: 1 = all of the time, 2 = most of the time, 3 = some of the time, 4= hardly ever, 5 = never.

Look for inclusion in your Foundation and Purpose, your Personnel policies, your other Policies and Practices in addition to your Organizational, Outreach and Leadership Structures.

Rate Your Library – Discuss in a group and then rate your library in these key areas.