

What are some examples of DEI work and initiatives that your library has begun or implemented?

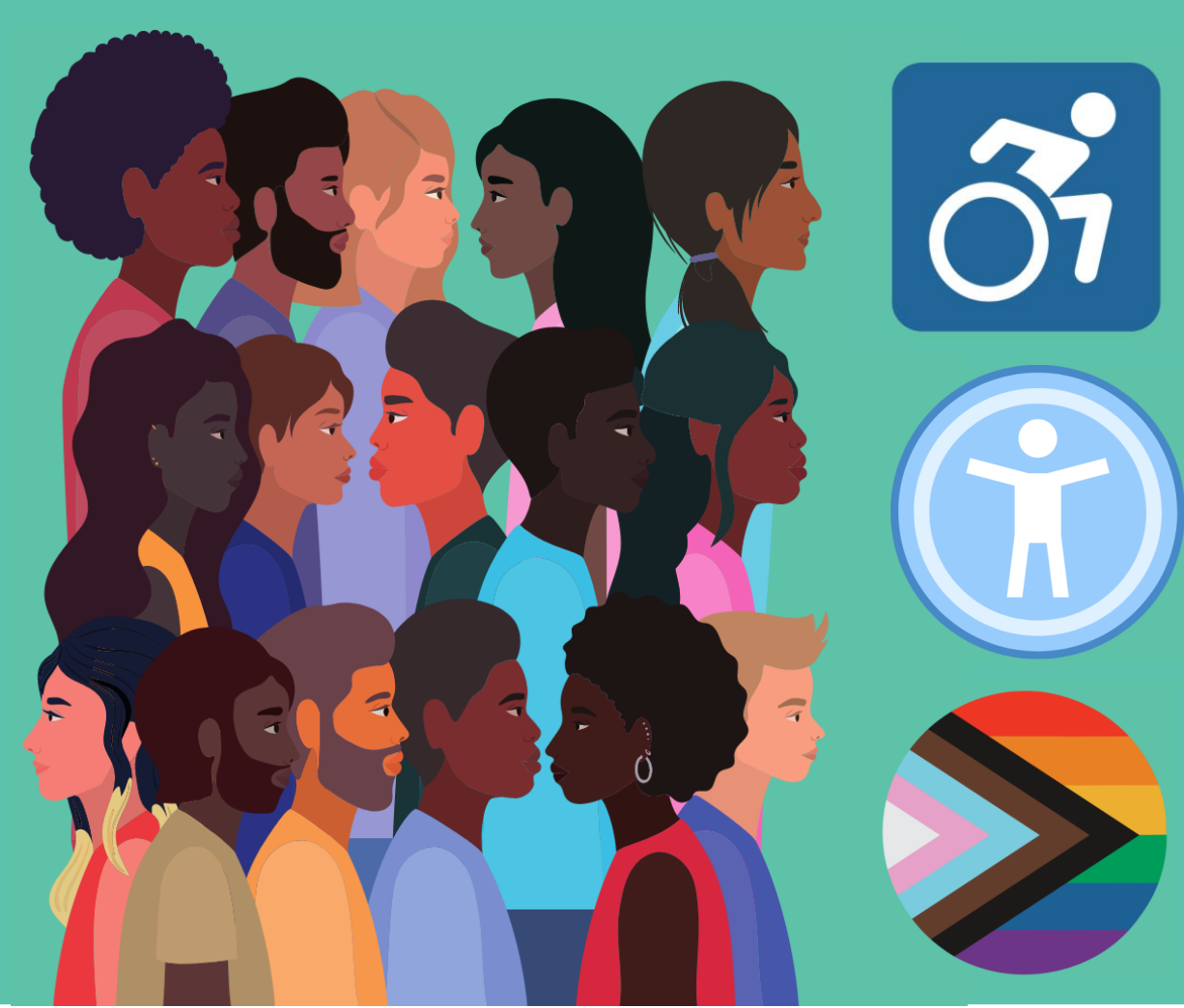
https://bit.ly/OTPL_DEI

Share your ideas



Scan the QR Code to join the conversation!





Making Meaningful DEI Changes

Dan Major, Lori Morris, Troy Walker

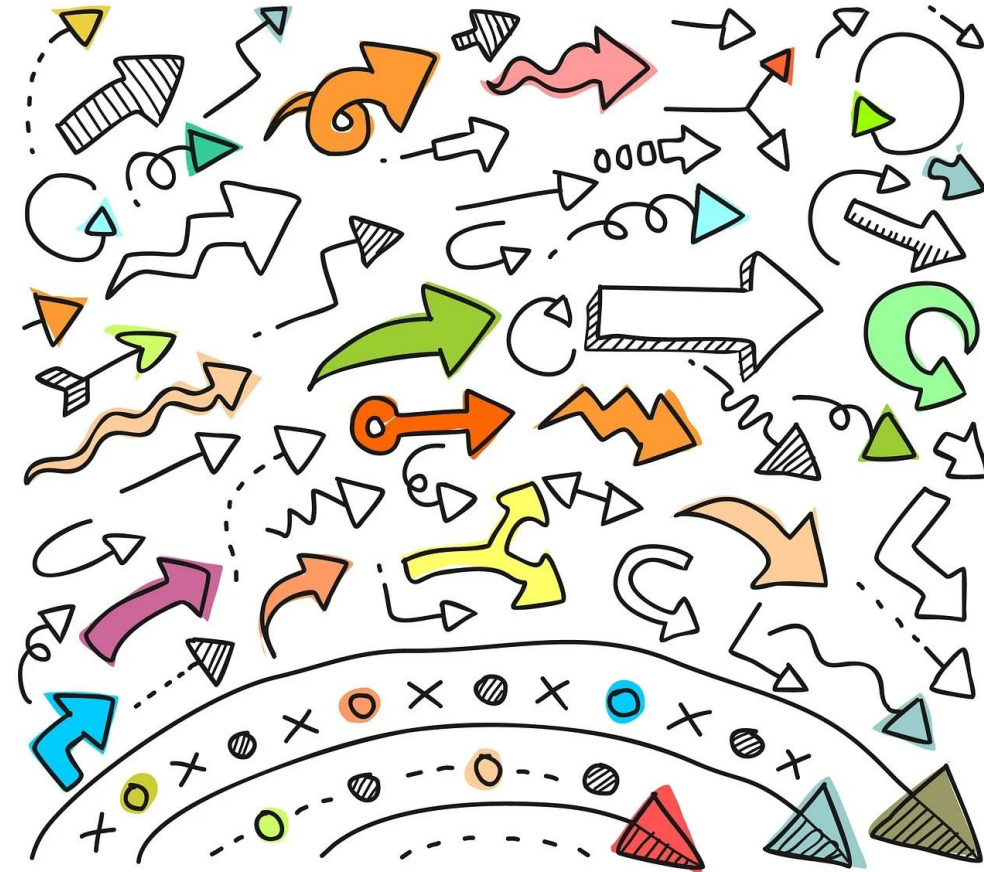


Orion Township
Public Library



Outline

- Forming a Committee
- Anti-Hate Statement
- Library Policies
- Digital Equity and Inclusion
- Inclusion Efforts
- Library Collections
- ADA Audit
- Digital Accessibility Audit
- Resources





DEI Committee Overview

Consists of staff members from each department

Meet quarterly

Review accomplished goals

- Example: Anti-Hate Statement approved by board

Update on existing projects

- Example: ADA Audit scheduled for November

Discuss new projects and initiatives

- Example: Planning MLK Day activities with school district
- Assign staff to projects





Anti-Hate Statement

Staff requested board issue a statement regarding hateful language and behavior

Board took initiative to review similar policies from other libraries to draft a unique statement.

- "The Orion Township Public Library affirms the worth of all people and stands firmly against hate. We denounce hateful behavior and prohibit any behavior that incites discrimination, hostility, or violence. As individuals, we may not agree with the beliefs of others. However, we can agree that all human beings should have a fair and equitable chance at living their best life according to their own beliefs and values. We encourage the opposition of hateful behavior by expressing any differences in a respectful and civil manner."

Nested under "Guiding Principles" in library policies





Anti-Hate Statement Cont.

How can we improve this statement?

- Discrimination is targeted at minority communities
- Book challenges and bans target minority communities extremely disproportionately
- Collection policies are the strongest when written with clear intent and directly address the targets of discriminatory actions.

"Though there are numerous examples of robust collection policies out there to help in modeling and strengthening current policies – or developing them if none exist – one element missing from even some of the best policies is one that deserves to be included: the explicit naming of identities and beliefs protected under those policies. Too few policies state that their collection policies are crafted with the belief that people of LGBTQ+ identities, of varying abilities, of a range of racial and cultural backgrounds, all ages, and an array of religious beliefs are at the heart of the decisions made about the materials acquired for the library. Simply stating “all people” feels inclusive, of course, but without explicitly naming who “all people” two things can happen.

First, it’s a loophole for book banners who can say that they themselves represent all people within a community, even if they do not. Second, naming those identities is the window so many people need from their libraries." - Kelly Jensen, *Inclusivity in Library Collection Policies* - Book Riot 9/8/23





Library Policies

Employment Policies

- Drug Screening – eliminate THC from drug panels
- LGBTQ+ Protections and Pregnancy Status

Patron Policies

- Review preferred name policy in Polaris
- Gender on library card applications
- Library cards for unhoused patrons
 - "A temporary library card is available to patrons who have valid photo ID but may not have a permanent address. This card is intended for unhoused individuals residing within the library's service area."





Digital Equity & Inclusion

Digital equity and inclusion in DEI work

Existing efforts

- Wi-Fi hotspots, Chromebooks, iPads, tech help appointments on limited basis

Expansion of 1:1 tech help availability

Added beginner tech skills resource page

Outreach: Pop-up tech help

Upcoming plans...



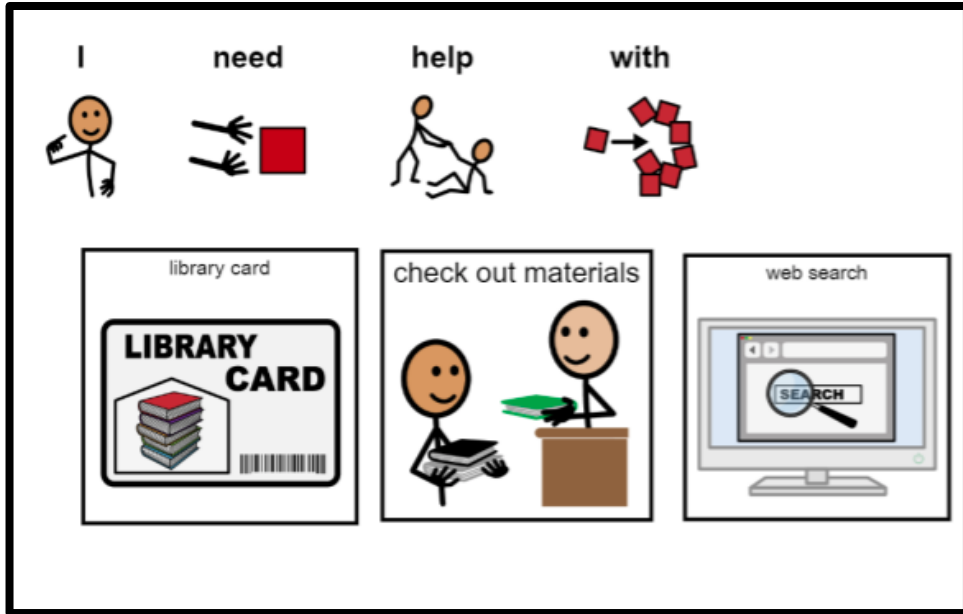
Sensory Items in Your Library

- Here is one of our adult volunteers using our noise-cancelling headphones while cleaning books from our Youth Picture book collection.
- Trevor is Autistic and has found the use of the headphones and other items like our fidget tools and weighted blanket helpful as each day may be different based on the number of visitors and the sound level in the building, in addition to his level of anxiety.

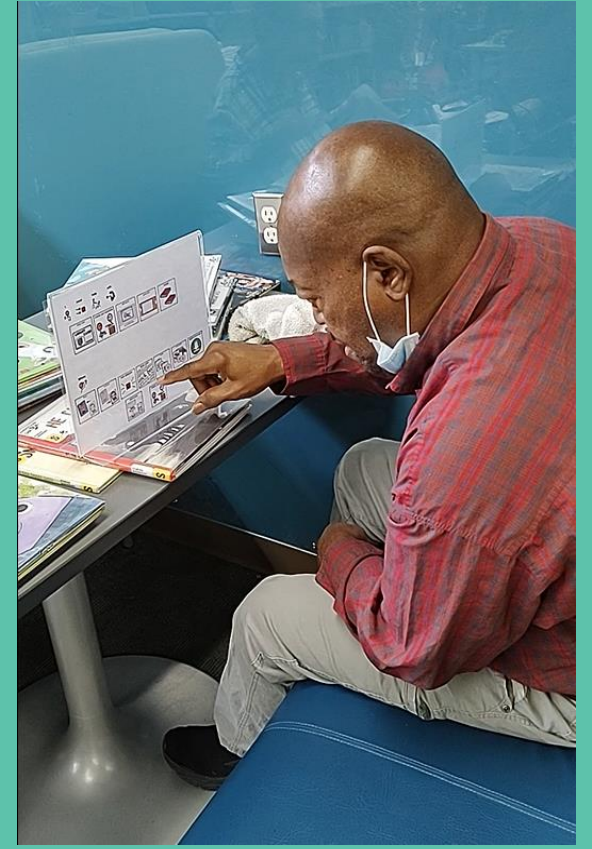
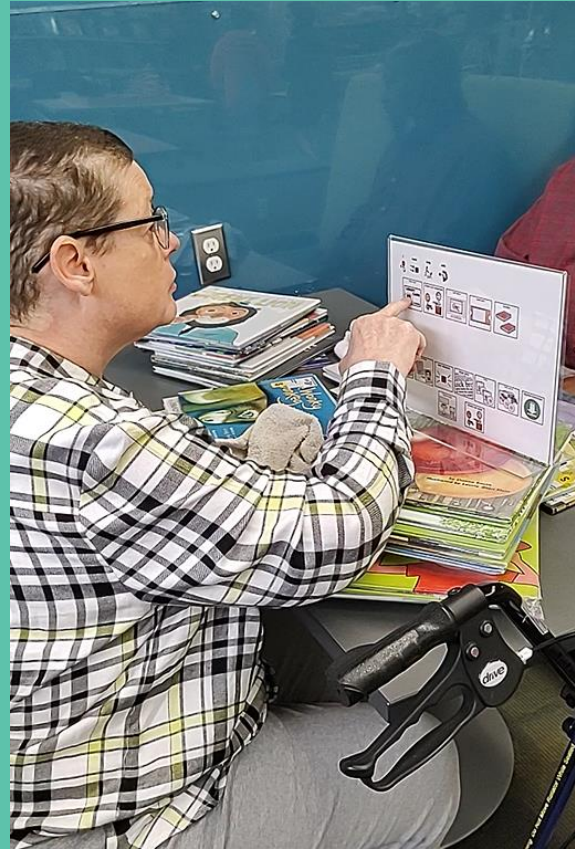


A way for those who are non-verbal to communicate their needs while at the library

Tablets/Apps are another option that we have seen patrons use while volunteering or visiting



Core Vocabulary Boards



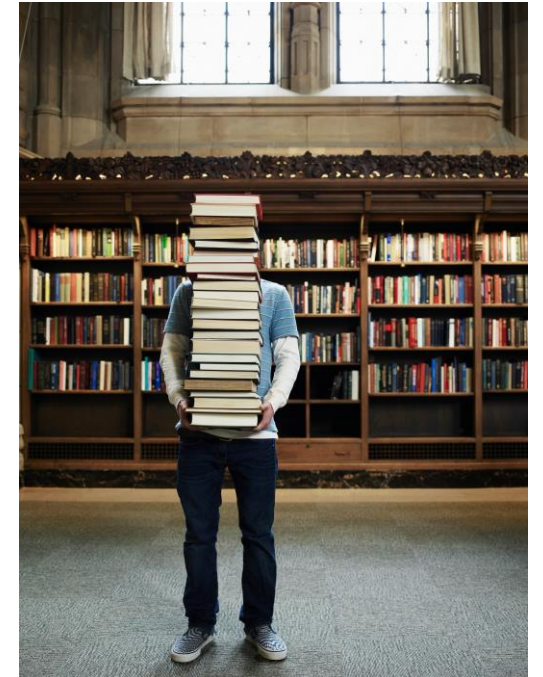
Collection Audit & Diversity Collection

- **Reverse Audit**

- Identified 9 underrepresented groups
- Find reading lists from self-identifying community groups (NAACP, GLAAD, American Indian Youth Literature Award, etc.)
- Order to fill in collection gaps

- **Diversity Collection**

- Includes titles that meet 2 criteria: Author and subject/characters identify with a minority group
- Modify MARC Records (field 650)
- Consolidate onto a one-click webpage - <https://orionlibrary.org/diversity-collection/>
- Increases discovery while not "othering" items in the collection
- Weeding Guidelines



Accessibility Audit

- Disability Network-Eastern Michigan (www.DNEMichigan.org)
- Provided ADA site review of physical space within the library.
- Conducted by Certified ADA Coordinator
- Time to conduct: 2 hours
- Who to include: Members of the DEI Committee, Library Director and representatives from each department during the walk-thru.



Digital Accessibility Audit



- **Meetings with Disability Network Associate**

- Initial session – basic review
- Second session – in depth WCAG compliance review

- **Discussions and planning**

- Analyze immediate and long-term work
- Creation of Web Team

- **New website design imminent**

- Working with Innovative for redesign and prioritizing digital accessibility in the process.

accessiBe

Clickables SCORE

Titles SCORE

Orientation SCORE

Menus SCORE

WCAG 2.1 Level AA Success Criteria

COMPLIANCE AUDIT

For orionlibrary.org | Verdict: **Non-compliant**





Conclusion



- Get buy-in from staff and stakeholders
- Gather demographic information about your population
- Examine every facet of library service: Collections, marketing, policies, employment, displays, technology, etc.
- Make a concrete plan
- It's an ongoing process, begin anywhere you can!

Thank you!
Questions?



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Additional Resources

- [Leverage Libraries to Achieve Digital Equity for All – ALA, October 2022 Digital Equity Report](#)
- [Orion Township Public Library - Beginner Tech Skills Page](#)
- [Public Library Association - DigitalLead: Rural Libraries Creating New Possibilities - Digital Literacy Instruction Playbook](#)
- [WCAG Quick Reference](#)
- [Disability Network of Eastern Michigan](#)
- [OTPL Diversity Collection](#)

