OF/BY/FOR ALL:
Co-Creating Programs and Developing Community Partnerships to Serve People with Disabilities in Libraries

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Learn more at reneegrassi.com
Agenda

- What is OF/BY/FOR ALL?
- Community Assessment
- Building Authentic Relationships
- Examples of Co-Creation
  - Programs
  - Services
  - Outreach
- Further Learning
- Q&A
LIBRARIES ARE FOR EVERYONE
EQUALITY

EQUITY
What is OF/BY/FOR ALL?

- Helps put library commitment to equity and inclusion into action
- Non-profit organization that supports libraries, museums and other non-profits
- Offers a Community of Practice Change Network
- Free self-assessments, resources and toolkits
- Learn more: www.ofbyforall.org/resources
OF + BY → FOR

OF reflects the diverse perspectives of the community

BY invites community co-creation

FOR creates meaningful experiences for their communities
We are committed to communities.
We respect our differences.
We take action.
We learn from our mistakes.
We are brave.
We support each other.
Integrating **OF/BY/FOR ALL**

- Prioritize greatest need
- Identify community champions
- Compensate for effort & time
- Build trust
- Be flexible
- Listen and learn

Learn more: [https://info.ofbyforall.org/change-network-info-session](https://info.ofbyforall.org/change-network-info-session)
Community Assessment

- Growth vs. Fixed Mindset
- Learn about barriers
  - physical
  - invisible
  - real
  - perceived
- Reflect on your library’s organization
  - Knowledge & Unlearning
  - Skills
  - Partnerships
  - Resources
  - Representation
  - Reputation
Community Assessment

- Where do you begin?
- Who do you contact?
- What do you ask?
- How do you gather information?
- What does this inform?
- What can you do for each other?
What We Learned

Survey administered by Dakota County in Spring, 2018
What We Learned

Figure 1. Experiences with Dakota County Library
N = 164

- I am aware of DC Library services:
  - Strongly Agree: 16
  - Agree: 64
  - Disagree: 45
  - Strongly Disagree: 11

- My experience with DC Library has been positive:
  - Strongly Agree: 41
  - Agree: 84
  - Disagree: 2

- I feel welcome at DC Library:
  - Strongly Agree: 47
  - Agree: 73
  - Disagree: 10
What We Learned

Figure 4. Percent of People Finding Communication Methods for Library Services Helpful (N = 146)

- Library Website: 57%
- Library Social Media Page: 30%
- School Newsletter: 29%
- Library Program Guide: 28%
- City or County Newsletter: 23%
- Library eNews: 23%
- Email from a Librarian: 19%
- Newspaper: 11%
- Next Door: 7%
Building Authentic Relationships
Building Authentic Relationships

You will make mistakes.
Don’t let fear stop you.
Every person deserves dignity.
Building Authentic Relationships

Be transparent
Refrain from judgment
Get to know the person
Think person-centered
Building Authentic Relationships

Listen

Be flexible and patient

Identify goals and outcomes

Establish limits and boundaries

Advocate for their needs
Library Programs
Storytime
Sensory-Friendly Early Open

Program Outline

11 am-1 pm   Explore the library
11 am-Noon   Therapy Dog Station
              L116 Meeting Room
12:15 pm   Sensory Storytime
              L139 Large Meeting Room
12:45 pm   Overhead announcement made
1 pm   Library opens to general public

ASL interpretation provided by American Sign Language Interpretation Services
Public Programs

Autism Spectrum Disorder 101
presented by Robyn DeCourcy from Autism Society of Minnesota

A Look At Autism Research with University of Minnesota’s Autism Initiative presented by Dr. Amy Esler and Jaclyn Gunderson from the University of Minnesota
Public Programs

Faces of Autism presented by author, photographer, advocate, and parent Tera Girardin

ASL 101 and Deaf Culture Hands-on Workshop presented by Metro Deaf School faculty
American Sign Language Celebration
Autism Book Club

Monthly club for individuals with autism, disabilities & neurotypical individuals ages 14+

All reading levels welcome; all formats supported

Participants vote on monthly themes: classic authors, mystery, historical, action, adventure, fantasy and sports

Goals
- Teach life skills on using the Library
- Socialization and connection
- Practice communication skills
- Support reading and literacy
Makerspace Tours & Demos

PRoF Alliance
The lake is very nice water and is very fresh. The trees are nice, the leaves are soft. When I see birds, they make tweet noises. The sun is very hot and the weather is nice. The plants are growing and the flowers smell fantastic. The fish are nice creatures because the fish have good colors and cool fins. The animals are quiet and they love to see nature.
Teen-led Video Demonstrations
Library Services
Accessible Collections

- American Sign Language Kits
- Calming Supports Kits
- Braille and Low Vision Gaming Kits
- Reading and Writing Supports Kits
Social Narratives

Calming Space Social Narrative
A social narrative for using the Galaxie Library Calming Space

Going to the Library
A social narrative for visiting Galaxie Library

Learn more: https://www.co.dakota.mn.us/libraries/Using/Accessibility/
Calming Spaces

Learn more:
https://www.co.dakota.mn.us/libraries/Programs/Everyone/Documents/CalmingSpaceSocialNarrative.pdf
Calming Strategies Visual Menu

Accessibility Kit, Count to 10, Deep breaths, Draw a picture, Drink of water, Emergency Scale, Headphones.

Listen to music, Read, Rest, Squeeze hands, Stretch muscles, Take a break, Take a break outside.

Take a walk, Talk it out, Wall push up, Weighted pad, Write about it.
Find free programs, services and resources for all abilities.

› Accessibility kits
› Audio books
› Autism book club
› Calming spaces
› Computer classes
› Sensory-Friendly programs
› Social narratives
› And more

www.dakotacounty.us/library
Promotional Videos

ASL Marketing Video: [https://www.youtube.com/watch?v=tibHhG4hnzs](https://www.youtube.com/watch?v=tibHhG4hnzs)
Staff Training

Trained 120 library staff

Hosted 5 workshops

Topics Covered
- What is Autism?
- Customer service tips
- Positive communication strategies
- Suggestions for supports in programs and environments
Staff Training

Web Accessibility Audit & Training Services

www.tbase.com
Library Outreach
Information Resource Fair
Book Delivery
Mental Health Resources
Science Take & Make Kits

Provided by 4H

Take home a free Science Take & Make Kit. Each bag contains supplies and instructions to complete a fun, hands-on activity challenge.

- Two types of kits are available
- Geared for children ages 5 and older

Take and Make Kits
Life Skills Programming

ALSC Blog: Mind Your Manners: Teaching Life Skills in the Library
http://www.alsc.ala.org/blog/2014/10/mind-your-manners-teaching-life-skills-in-the-library/
Recommendations
Recommendations

Be intentional
Reallocate funding
Build relationships
Redefine success
Consider the long term
Redefine outcomes
Outcomes

- Increased funding
- Better trained staff
- Informed community members
- Increased accessibility of physical spaces
- Increased engagement from new users
Outcomes

Stronger community connections
Increased awareness of the Library and services
New opportunities for cross-departmental partnership
Alignment with County priorities
Elevated position of the Library in the community
BECAUSE ACCESS EQUALS OPPORTUNITY.
Further Learning

Library Accessibility Toolkits

https://www.asgcladirect.org/resources/
Further Learning

Project Enable: Expanding Nondiscriminatory Access by Librarians Everywhere

https://projectenable.syr.edu/
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