

OF/BY/FOR ALL:

Co-Creating Programs and Developing
Community Partnerships to Serve People
with Disabilities in Libraries

Presented by Renee Grassi





Youth Services Manager Dakota County Library, Minnesota

- Chicago native, Minnesota transplant
- Dominican University GSLIS Graduate
- 13+ years in public libraries
- Project Manager of DHS Accessibility Grant
- Chair of Dakota County Library's Equity, Diversity & Inclusion Committee

Learn more at reneeegrassi.com

Agenda

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

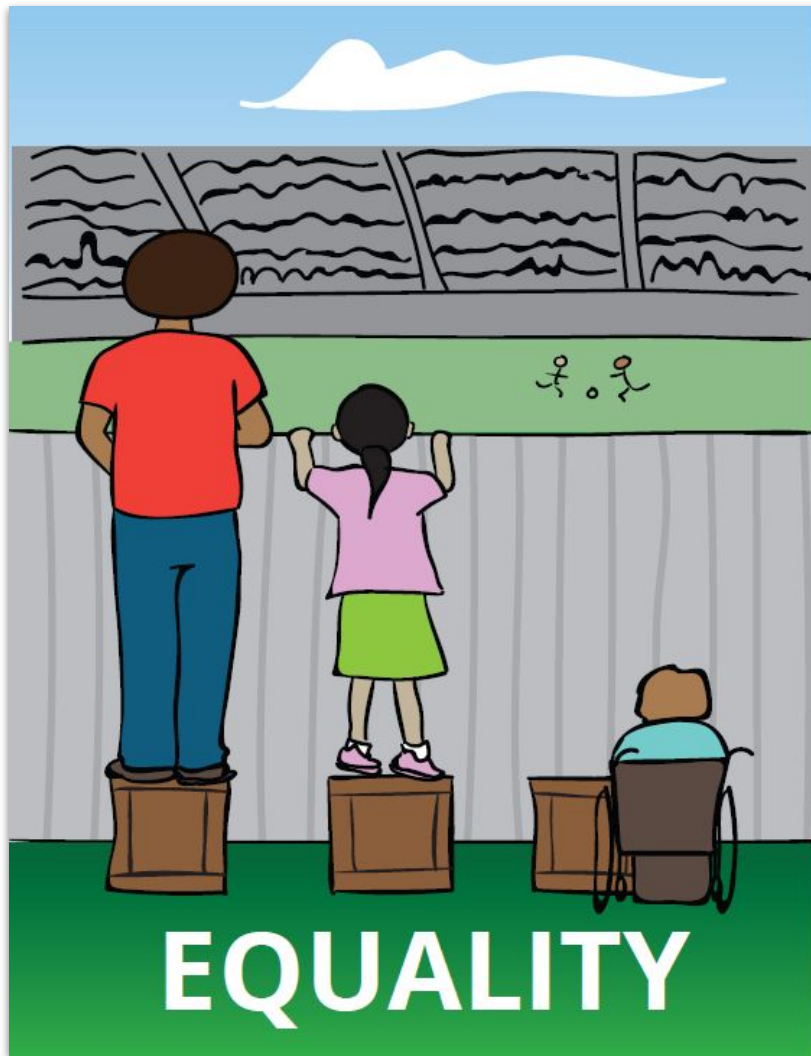


LIBRARIES ARE FOR



EVERYONE





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

OF/BY/FOR ALL Shared Values



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

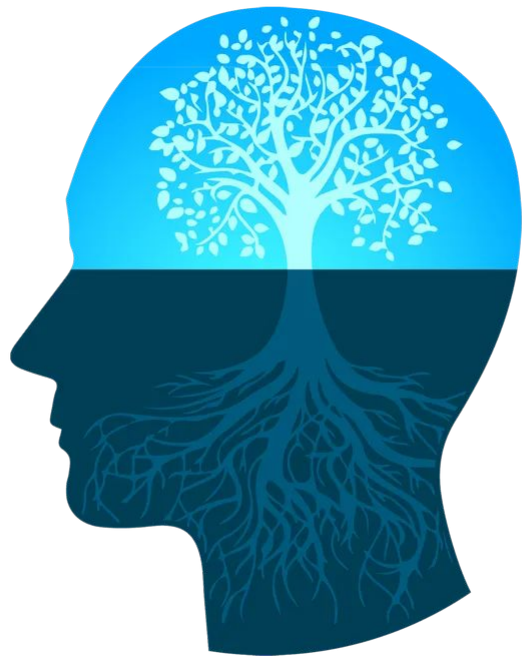


OF/BY/FOR ALL

Learn more:

<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

Figure 3. Percent of Participants Indicating Libraries Should and Should Not Offer Special Programming to those with ASD

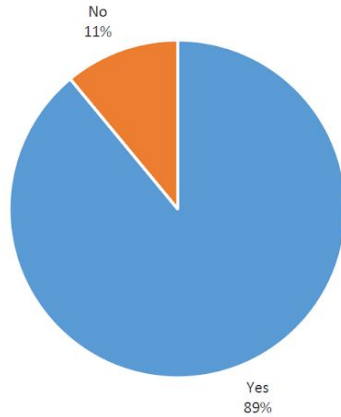


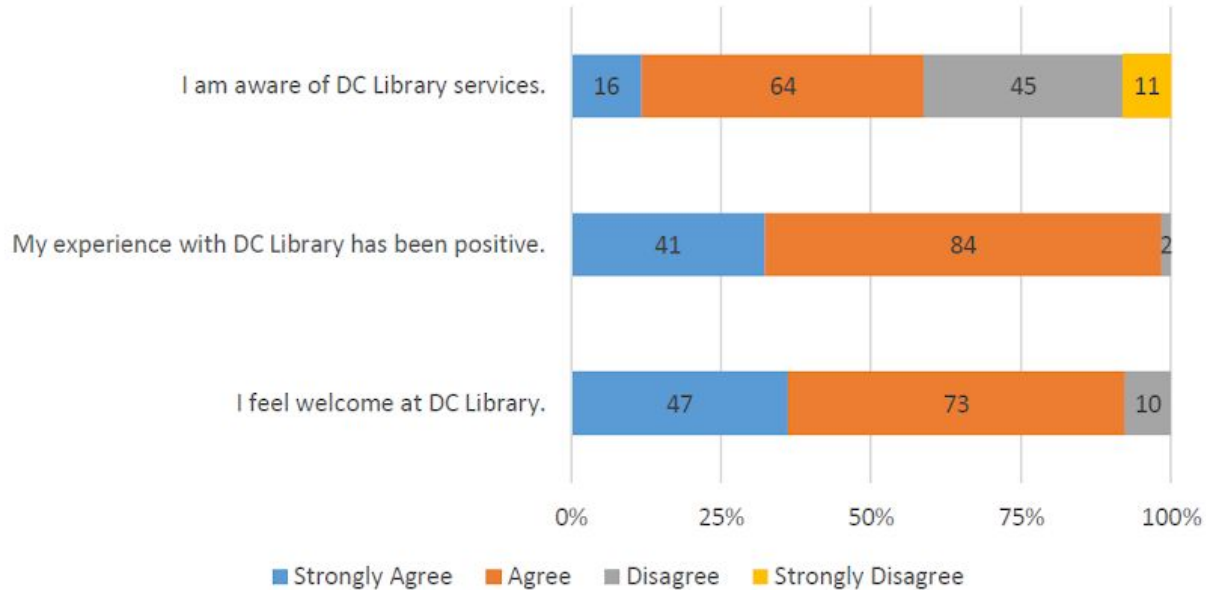
Figure 2. Percent of Participants Indicating Libraries Should and Should Not Integrate People with ASD into Existing Programs



Survey administered by Dakota County in Spring, 2018

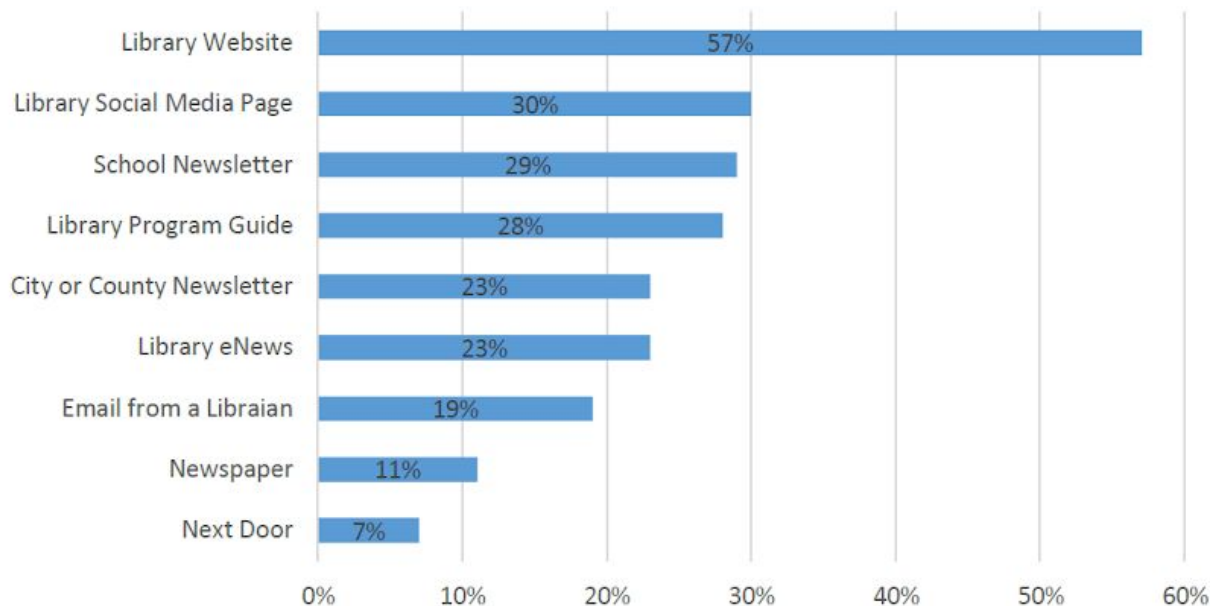
What We Learned

Figure 1. Experiences with Dakota County Library
N = 164



What We Learned

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



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
L115 Meeting Room
- 12:15 pm Sensory Storytime
L139 Large Meeting Room
- 12:45 pm Overhead announcement made
- 1 pm Library opens to general public



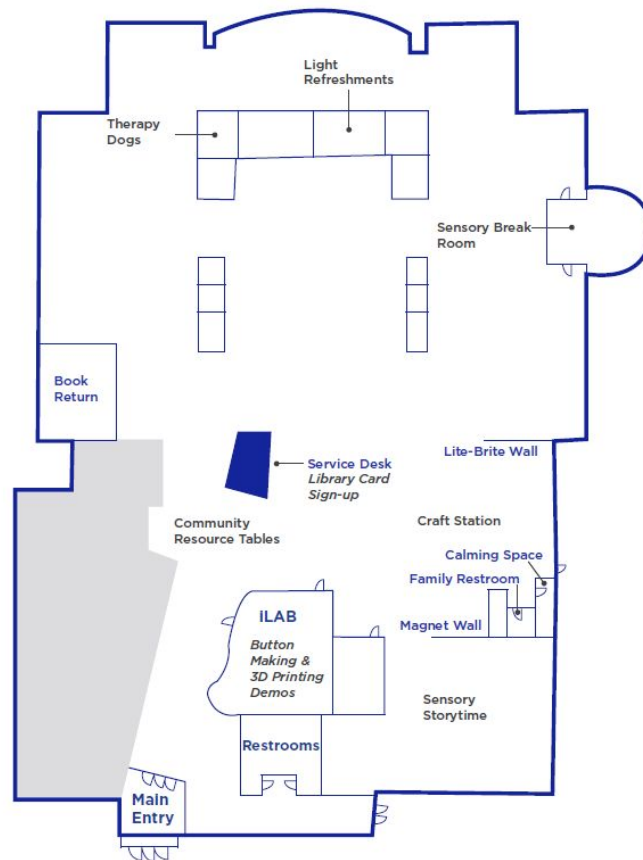
ASL interpretation provided by American Sign Language Interpretation Services



DEPARTMENT OF
HUMAN SERVICES



Sensory-Friendly Early Open Galaxie Library Activity Map



Public Programs

High-Functioning vs. Low-Functioning Autism

And what about Asperger's Syndrome?



ausm

Minnesota's First Autism Resource™

© 2018 Autism Society of Minnesota

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

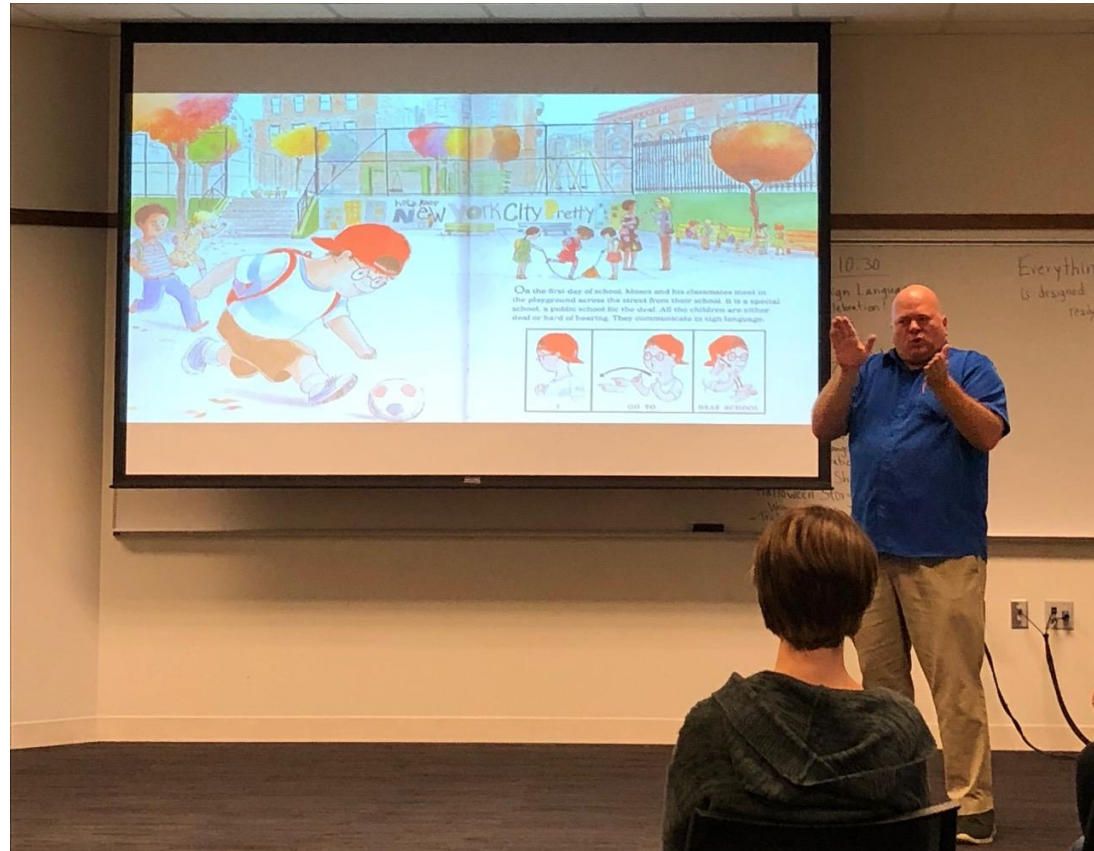
Public Programs



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

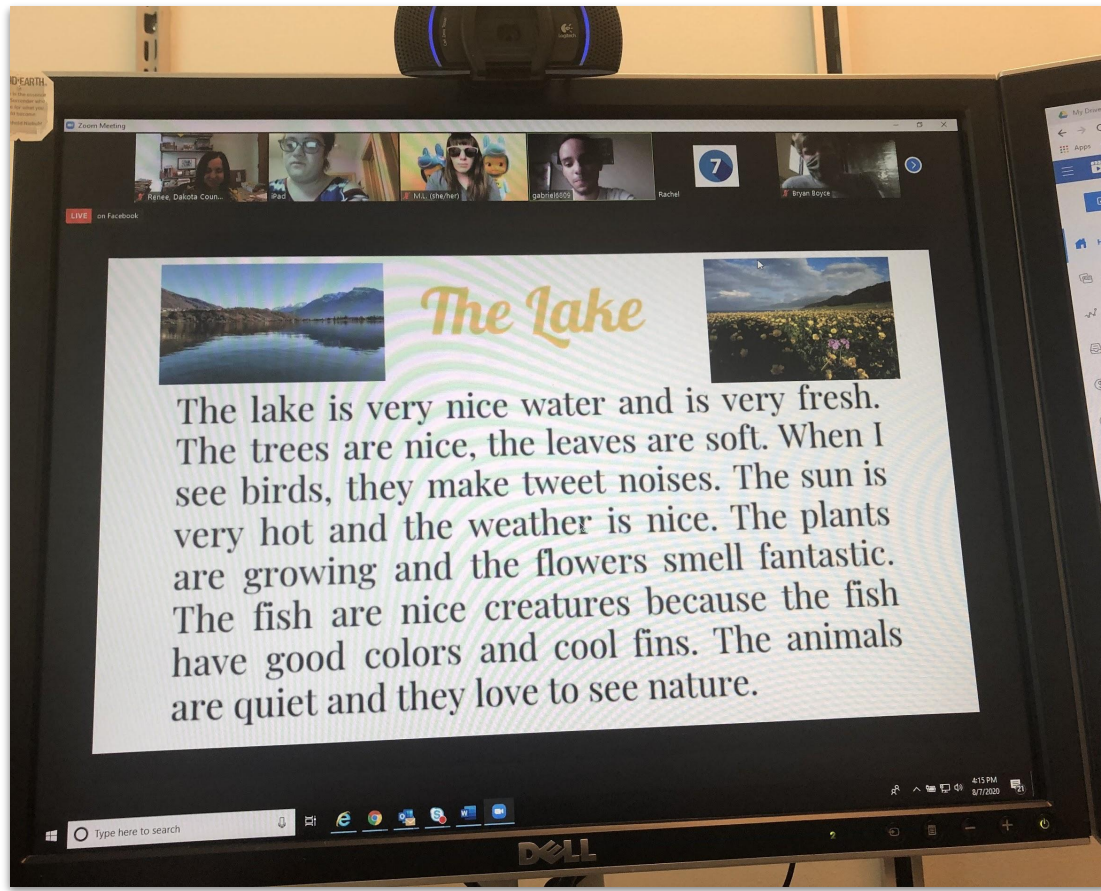
- Teach life skills on using the Library
- Socialization and connection
- Practice communication skills
- Support reading and literacy



Makerspace Tours & Demos



PR%F
Alliance



Writing Club with Cow Tipping Press

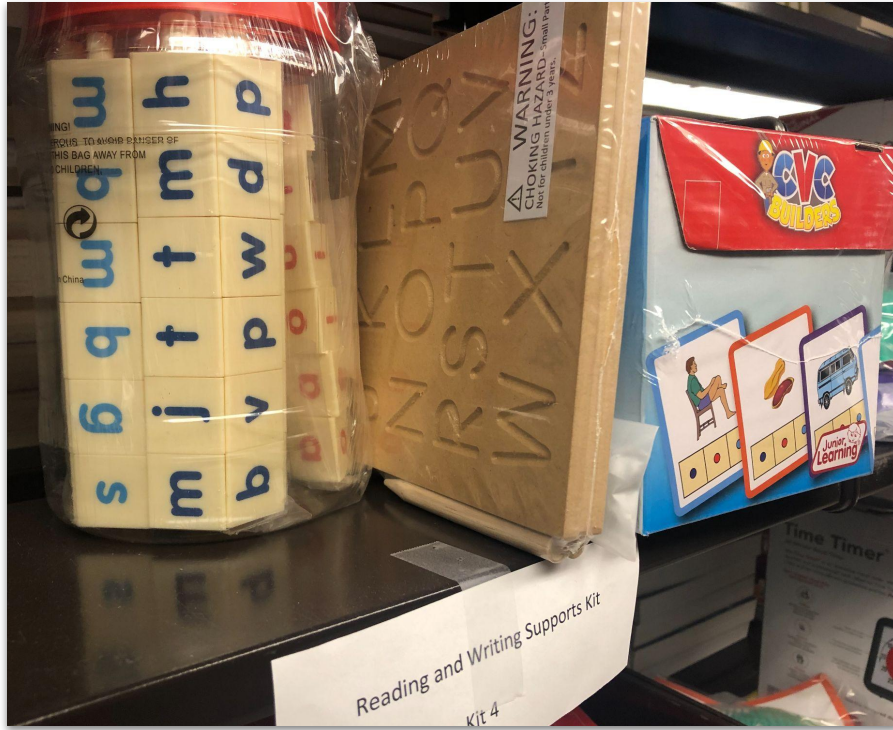


Teen-led Video Demonstrations

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



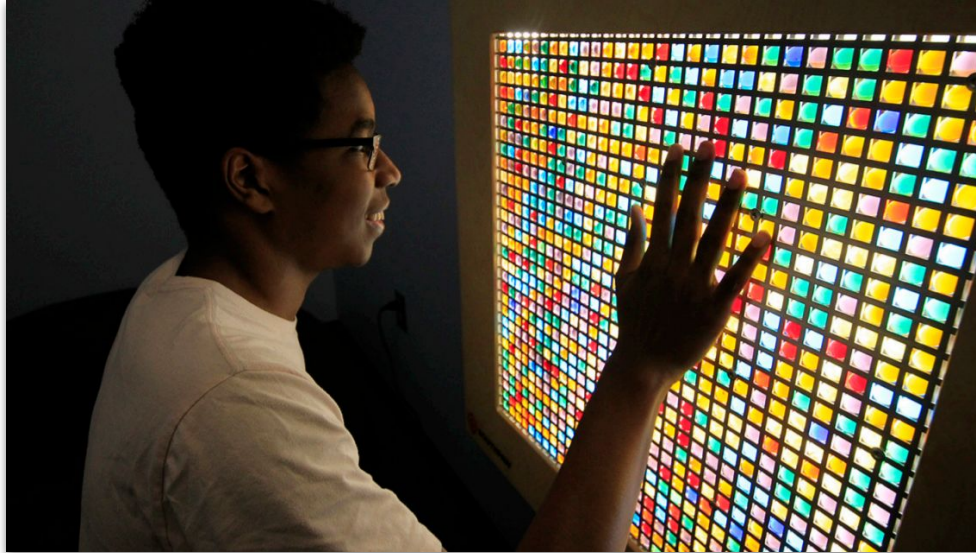
Going to the Library

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](https://www.co.dakota.mn.us/libraries/Programs/Everyone/Documents/CalmingSpaceSocialNarrative.pdf)

Visual Menus

Communication Visual Menu



Accessibility Kit



All done



Audio book



Bathroom



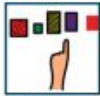
Book



CD



Check out book



Choose



Closing time



Computer



Drinking fountain



DVD or Blu-ray



Emergency Scale



Feet on floor



Graphic novel



Hands to self



Help



I want



Laptop



Librarian



This project was made possible by the Minnesota Department of Human Services Disability Services Innovation Grant.

MINNESOTA DEPARTMENT OF HUMAN SERVICES



Library



Library card



Listen



Look



Magazine



My Turn



Newspaper



Quiet



Read



Sit down



Stand up



Stop



Tablet



Take a break



Touch



Wait



Walk



Write



Your turn

This project was made possible by the Minnesota Department of Human Services Disability Services Innovation Grant.

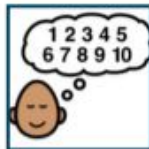
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Calming Strategies Visual Menu



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

This project was
made possible by
the Minnesota
Department of
Human Services
Disability Services
Innovation Grant.

mn DEPARTMENT OF
HUMAN SERVICES

**DAKOTA
COUNTY
LIBRARY**

ausm
autism society of minnesota

Marketing



DAKOTA
COUNTY
LIBRARY

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>

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

ausm[®]
autism society of minnesota

Staff Training



Web Accessibility Audit & Training Services

www.tbases.com

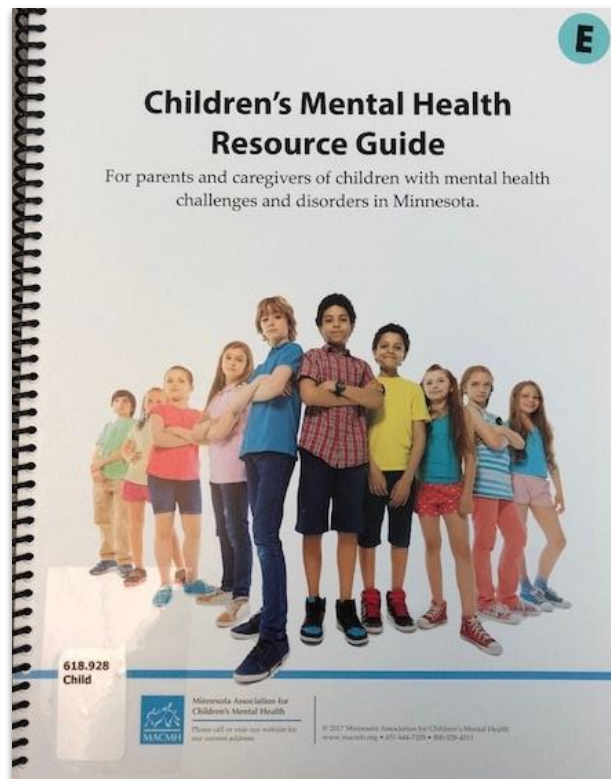
Library Outreach



Book Delivery



Mental Health Resources



HELP WHEN YOU NEED IT

TOPIC	WHERE TO FIND IT
Abuse	362.76 362.829 616.8583
Acne	616.53 646.72
Addiction/Alcoholism	362.29 362.292 616.86
AIDS/HIV	362.196 614.599 616.979
Anxiety	616.8522
Birth control	613.042 613.9
Body change/puberty	613.042 613.907 158.108
Body image	613.042
Bullying/cyberbullying	302.3-302.343
Cutting/self-mutilation	616.8582
Depression	616.852 616.8527
Divorce	306.89
Eating disorders	616.8526
Health/hygiene	613.042
Homelessness	362.509
Immigration laws	342.082
Incest	364.153
Knowing your rights	323
LGBTQIA+	306.76-306.768
Miscarriage	618.392
Parents in prison	362.829
Pregnancy	618.2-618.24
Rape/date rape	364.153 616.8583
Relationships/dating	306.7 306.73
Sex/sexuality	613.907 613.96
Sex trafficking	364.153 306.362
STDs	616.951362.28
Suicide	362.28

Diabetes **000000**
COUNTS **Come to know**

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



DAKOTA
COUNTY
LIBRARY



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

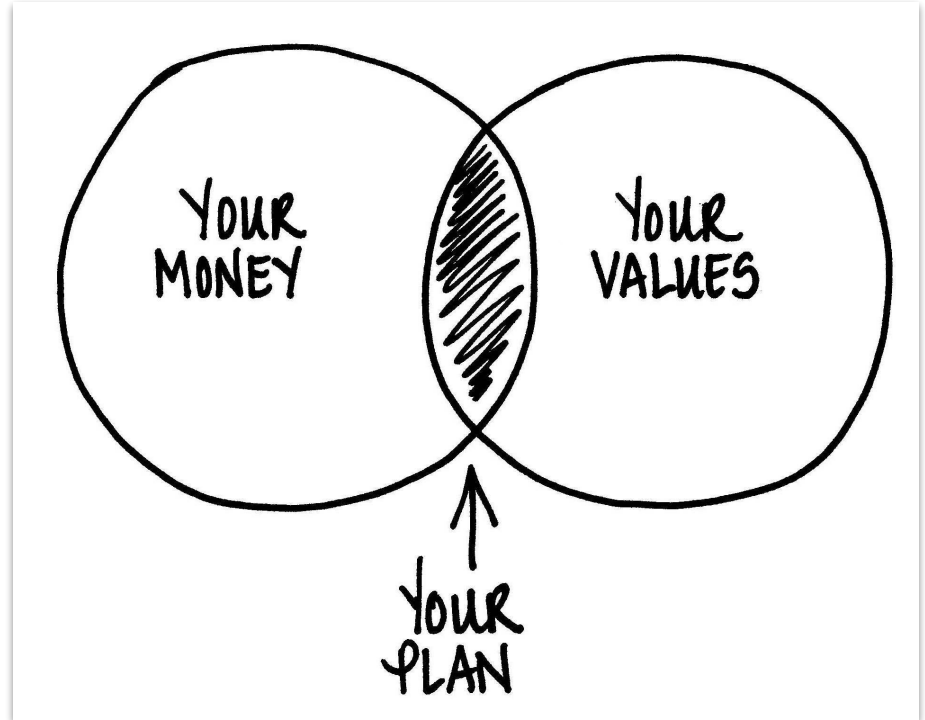
Reallocate funding

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.**

LIBRARIES
TRANSFORM[®]

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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