



Workshop Introduction: 5min

Gerie will:

- Introduce herself and the panel
- Give a brief overview of workshop (We will be covering the topics in the workshop description  
(The handout and ppt with notes is available on the conference website))
- Review the workshop description  
*Context:* Although we'll be discussing serving immigrant/refugee communities, specifically following a project serving Somali women in Seattle, these concepts are applicable to any diverse group.

*Define:* What do we mean by “diverse group” – high-need, underserved populations in our communities

*Tone:* Let's create a safe space for conversation – no experts/listen/come with good intentions/think of questions/

Please hold your questions to the end where we'll have time to debrief and discuss

# CHANGING DEMOGRAPHICS & IDENTIFYING NEED

## Trends



Changing Demographics & Identifying Need: 15 min

Jo will do a quick overview of US and WA trends in demographics (5 min)

- In 2056, for the first time, the older population, age 65 and over, is projected to outnumber the young, age under 18.
- Nationally, ethnic minorities are roughly 1/3 of the population; projected to become the majority by 2043. Washington: Currently 28%
- Asian and Hispanic populations will more than double in 2060.
- By the 2020 Census we will have a majority-minority child population. Currently, 47% of children in King County are kids-of-color.
- Immigrant population is 13% nationwide.
- Washington has been termed a "new growth" state for its rapid growth in immigrant and refugee populations. Between 2000 and 2011, Washington has experienced an increase of 48% in its foreign born inhabitants, compared with the national statistic of 29.8%. In 2011, 13.3 % of Washington's total population were immigrants, of these 40% arrived on or after 2000.



## CHANGING DEMOGRAPHICS & IDENTIFYING NEED

### Statistics & Research

- American FactFinder
- City/County Demographer or Statistician
- School District

### Community Leader Interviews

Being a Tourist in Your Library/Community

Jo will do a quick overview of strategies for identifying need (5 min)

Reference American FactFinder Race & Ethnicity and Yolanda Cuesta's Community Leader Interview Guide online.



## CHANGING DEMOGRAPHICS & IDENTIFYING NEED

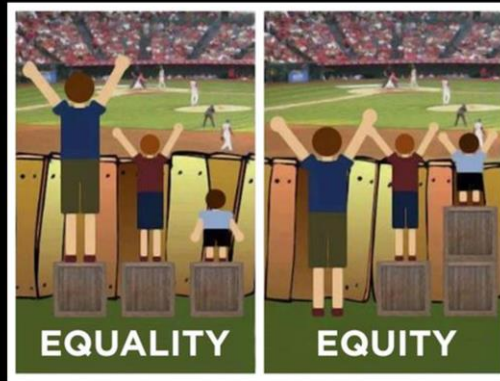
Thinking about your community...

What diverse group have you encountered in or outside of your library?

How are the needs of this group being met or not being met by your library?

Jo will ask the audience to turn to their partner to discuss the two conversation topics on the board (5 min).

## EXPLORING GAPS & INEQUITIES IN OUR LIBRARIES



Exploring Gaps & Inequities in Our Libraries: 20 min (total)

Gerie will talk about why we do this work? When are libraries not equitable? (5 min)

Issues of equality – a fundamental library value, but let's consider: When are libraries NOT equitable?

Equality can only be realized if everyone starts from the same place.

Note the analogy in this graphic

In an attempt to address this through the lens of equality, all were given the same box, but the outcome was not realized for the 3<sup>rd</sup> fan because they're not all the same height.

Equity: instead of giving the same boxes to all, the fans who aren't able to see the game are given the help that they need

Sometimes our differences and/or history can create barriers to participation, so we must first ensure equity before we can all enjoy Equality.

(Transition to Ayan): Let's take a look at a specific project that addressed

barriers to library participation and issues of Equity.

## EXPLORING GAPS & INEQUITIES IN OUR LIBRARIES



Ayan will talk about how the Somali women were identified, their unique needs, the gaps in service to this group (10 min).

Ayan will highlight the following helpful steps in examining inequities in library services and programming:

- **Library Observation**--Taking a step back and examining your library services & programs for inequities - Whose coming into our library and attending programming? Whose not? Most of the time the individuals who are not utilizing library resources are people who can be impacted the most.
- **Community Discovery**--Get to know who's in your community. Find the time to listen to the needs of underserved groups especially to those who may not know about or use the library regularly due to barriers to access.
- **Programming Planning**—Design library services and programs with barriers, expressed needs and interest in mind to ensure EVERYONE is being served.



## EXPLORING GAPS & INEQUITIES IN OUR LIBRARIES

Thinking about a group in your community that is underserved...

What is something you could do to identify a gap in library resources/services for this group?

Jo will ask the audience to address the next set of questions. (5min)



## STRATEGIES TO REACH & ENGAGE DIVERSE COMMUNITIES



Strategies to reach & engage diverse communities: 15 min

Ayan will talk about the project as a best practice and how it was collaborative with community partners (10 min)

Ayan will highlight the importance of:

- Finding out what organizations are in your community, what they offer and how to be an ally
- Aligning yourself with partners with similar missions & values
- Realizing and being open about your organization strengths and weaknesses including limitations/restrictions—'Honesty is the best policy'
- Be available for partners not only when you need them but when they need you
- Be REAL



## STRATEGIES TO REACH & ENGAGE DIVERSE COMMUNITIES

Thinking how your library will address this group's need...

What is going to be your biggest challenge (internal or external) in addressing this group's need?

How might you overcome this challenge?

Jo will ask the group to address these questions (5 min)

## FACILITATED GROUP DISCUSSION

- What diverse group have you encountered in or outside of the library?
- What have you done or what can you do to learn more about the unique needs of this group?
- What is something you could do to identify a gap in library resources/services for this group?
- What is going to be your biggest challenge (internal or external) in addressing this group's need?
- How might you overcome this challenge?

Gerie will facilitate large group sharing of any ideas/topics that came up in small group: 15min

- A. Now is your (the audience) time to share. Would anyone like to ask a question?
- B. Ask people to report out answers they shared in small group, to any of the questions above

### CLOSE

We hope this information is of value to you and your libraries. Thank you for listening & sharing– See the ppt and handout on the conference website – Feel free to contact any of us and let us know about your efforts to go beyond the multicultural potluck in your community.

# CONTACTS

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