COLLABORATING IN TIMES OF DIVISION:
PROTOTYPING
YOUR
COMMUNITY-WIDE EDI STRATEGY -
PART ONE

Presented by Amy Phillips, Diane Lapierre & Haley Squires
Welcome!

Who We Are

- Our Positions & Positionality
Webinar Series Learning Objectives

- Toolkit of skills around community driven prototyping & participatory decision making

- Greater understanding of key concepts in:
  - transactional partnerships and reciprocal partnerships
  - engaging in a collaborative prototyping process involving shared ownership, clear community-driven library strategy and ripple effects of action
This Session

What to expect

- Loveland Public Library's Project Summary
- Tool 1 Overview: Harwood Institute's Community Conversations
Our Foundation - Land Acknowledgment

"We acknowledge that while we are conducting this work with our communities, we are doing so on land stolen from the Ute, Arapaho, Sioux and Cheyenne tribes."
Our Foundation - We stand on the shoulders of:

- Tema Okun & Kenneth Jones - dismantling white supremacy
- Peggy McIntosh - White Privilege
- Paolo Friere - asset based work with the community
- American Library Association (ALA)
- Harwood Institute
- Presencing Institute
- Countless others....
Our Foundation - Central Definitions

- Diversity
- Equity vs Equality
- Inclusion
- White Supremacy
Diversity

"Diversity can be defined as the sum of the ways that people are both alike and different. Visible diversity is generally those attributes or characteristics that are external. However, diversity goes beyond the external to internal characteristics that we choose to define as ‘invisible’ diversity. Invisible diversity includes those characteristics and attributes that are not readily seen. When we recognize, value, and embrace diversity, we are recognizing, valuing, and embracing the uniqueness of each individual."
Equity

"Equity is not the same as formal equality. Formal equality implies sameness. Equity, on the other hand, assumes difference and takes difference into account to ensure a fair process and, ultimately, a fair (or equitable) outcome. Equity recognizes that some groups were (and are) disadvantaged in accessing educational and employment opportunities and are, therefore, underrepresented or marginalized in many organizations and institutions. The effects of that exclusion often linger systemically within organizational policies, practices, and procedures. Equity, therefore, means increasing diversity by ameliorating conditions of disadvantaged groups."
Inclusion

"Inclusion means an environment in which all individuals are treated fairly and respectfully; are valued for their distinctive skills, experiences, and perspectives; have equal access to resources and opportunities; and can contribute fully to the organization’s success."
White Supremacy

"White supremacy is a racist ideology that is based upon the belief that white people are superior in many ways to people of other races and that therefore, white people should be dominant over other races. White supremacy is not just an attitude or way of thinking. It also extended to how systems and institutions are structured to uphold this white dominance."
Our Community

- Diverse community, and whiteness is centered
- Challenges that sparked the project
- Where to start? Just begin.
- Our desired outcome: to co-create a community centered EDI strategy
Our Project Partners

- Heart & Sol
- Queen's Legacy
- La Familia
- Stories without Borders
- Cultural Enrichment Center
- Lago Vista Neighbors
- Latinx Community Advisory Group
- Loveland's Youth Advisory Commission
- Salvation Army
- Loveland Rotary Club
- Loveland's Chamber of Commerce
- La Cocina
"collaboration with" is better!

- Shifting away from transactional partnerships to reciprocal partnerships
- Asset-based approaches: asset-mapping, appreciative inquiry, Harwood, ulab and more!

Why do something different?
2019-2020
COMMUNITY CONVERSATIONS
1500 responses
Our community "wants to see more diversity"

2021 ULAB - PHASE I
Supporting a community with white privilege in being anti-racist

2022 ULAB - PHASE II
What does mobile outreach look like within OUR community?
Harwood Institute

SUMMARY

- Harwood supports communities with tools to bridge divides, build capacity, and tackled shared problems
- Well-established approach, "Turning Outward"
- Partners with ALA
- Community Conversations, Ask Exercises and others
Let's try this tool out!

ASK EXERCISE/COMMUNITY CONVERSATIONS

- A way to get a sense of your community's aspirations.

ACTIVITY

- 3 Breakout Groups - 10 min
- Use questions for your context!
Ask Exercise

1. What kind of community do you want to live in?
2. Why is that important to you?
3. How is that different from how you see things now?
4. What are some of the things that need to happen to create that kind of change?
People want ________________ (aspirations) ________________.

But they’re concerned that ____________ (main concerns) ______________ are in the way of achieving those aspirations. As people talk about those concerns, they talk specifically about ________________ (specific issues) ________________. They believe we need to focus on ________________ (actions) ________________ and if ________________ (groups) ________________ played a part in those actions, they would be more likely to trust the effort and step forward themselves.
Now ideas on how to use this!

WHAT WE HAVE DONE:

• Altered questions to focus on specific topics - safety, library programs & services, homelessness
• Alter the format - community events, madlib after program
• Online & in-person
• Libraries of all budgets and types of support
From data to action

SUMMARY

- The process itself is beneficial, and it models the library’s inclusive values
- Centers community voices, helps people see themselves in the library
- Chain reaction—long term networks, coalition building

LOVELAND LIBRARY EXAMPLES

POUDRE LIBRARIES EXAMPLES
SUMMARY

- The process itself is beneficial, and it models the library’s inclusive values
- Centers community voices, helps people see themselves in the library
- Chain reaction- long term networks, coalition building

LOVELAND LIBRARY EXAMPLES

POUDRE LIBRARIES EXAMPLES

Join us for part 2!
Thank you!

Resources

- Community Conversation page
  lovelandpubliclibrary.org
  - Information
  - Who we are
  - Community Conversations
- uLab book: The Essentials of Theory U
- https://www.u-school.org/resources
- theharwoodinstitute.org/
- Learn more about the tribal land you stand on Native-land.ca