

Additional Diversity and Inclusive Library Resources

Selected Professional Associations:

- ★ American Indian Library Association (AILA) - <https://ailanet.org/>
- ★ American Library Association's Ethnic and Multicultural Information Exchange Round Table (EMIERT) - <http://www.ala.org/rt/emiert/>
- ★ American Library Association's Gay, Lesbian, Bisexual, and Transgender/Rainbow Round Table (GLBTRT) - <http://www.ala.org/glbtrt/>
- ★ Asian/Pacific American Librarians Association (APALA) - <http://www.apalaweb.org/>
- ★ Association for Specialized, Government, and Cooperative Library Agencies (ASGCLA) - programs and services for differently able individuals and incarcerated persons. <http://www.ala.org/asgcla/>
- ★ Association of Jewish Libraries (AJL) <http://jewishlibraries.org/index.php>
- ★ Black Caucus of the American Library Association (BCALA) - <http://www.bcala.org/>
- ★ Chinese American Librarians Association (CALA) - <http://www.cala-web.org/>
- ★ International Federation of Library Associations and Institutions (IFLA) - <http://www.ifla.org/>
- ★ International Board on Books for Young People (IBBY) - <http://www.ibby.org/>
- ★ REFORMA (The National Association to Promote Library & Information Services to Latinos and the Spanish Speaking) - <http://www.reforma.org/>
- ★ United States Board on Books for Young People (USBBY) – <http://usbbby.org/>

Online Diversity Training Resource:

Creating More Inclusive Libraries webstreams – Produced by the Lincoln Trail Library System via an IMLS grant, these highly recommended training videos featuring diversity trainer Susan O'Halloran provide opportunities for librarians to think about their cultural biases and how that influences the library services they offer to diverse populations. Note that there are several webstreams; 1A, 1 B, 1C, 1D, 2A, 2B, 2C, 2D, 3A, 3B, and 3C all on the right side of the screen. Available: http://lincolntrail.typepad.com/ltls_quick_connections/2011/06/cmil-session-1a.html

Let's Talk About Race in Storytime - Youtube webinar by Jessica Anne Bratt that explores how to approach the topic of race with young children in the library. Available: <https://www.youtube.com/watch?v=BT2ImUZRw-g>

Grant Resources

Light the Way Grant: Outreach to the Underserved Grant - Awarded by the Association for Library Service to Children and sponsored by Candlewick Press, this \$3000 grant supports an exemplary library outreach program to underserved children. Available: <http://www.ala.org/alsc/awardsgrants/profawards/candlewicklighttheway>

Ezra Jack Keats Minigrant Program for Public Libraries & Public Schools - Awarded by the Ezra Jack Keats Foundation, these \$500 grants fund activities that “foster creative expression, working together and interaction with a diverse community.” Available: <http://www.ezra-jack-keats.org/section/ezra-jack-keats-mini-grant-program-for-public-libraries-public-schools/>

Autism Welcome Here: Library Programs, Services, and More Grant

(<http://librariesandautism.org/grant/>) - Given by Libraries and Autism: We're Connected and funded by Barbara Klipper, this grant offers public libraries up to \$5000 to develop targeted programs or services for youth with autism and their families.

Talk Story: Sharing Stories, Sharing Culture Grants (<http://talkstorytogether.org/grants>) - Awarded by The American Indian Library Association and the Asian/Pacific American Librarians Association and funded by Toyota Financial Services, these \$750 grants fund programs that introduce the Talk Story program into the library to celebrate and explore Asian Pacific American and American Indian/Alaska Native cultures.

Professional Books & Articles

- ★ *Including Families of Children with Special Needs* by Sandra Feinberg, Barbara Jordan, Kathleen Deerr, and Michelle Langa. Revised by Carrie Banks. ALA/Neal-Schuman: 2013.
- ★ *Information Services to Diverse Populations: Developing Culturally Competent Library Professionals* by Nicole Cooke. Libraries Unlimited: 2017.
- ★ *Libraries, Literacy, and African American Youth: Research and Practice* edited by Sandra Hughes-Hassell, Pauletta Brown Bracy, and Casey H. Rawson. Libraries Unlimited: 2016.
- ★ *Library Services for Multicultural Patrons: Strategies to Encourage Library Use* edited by Carol Smallwood and Kim Becnel. McFarland: 2013.
- ★ *LGBTQAI+ Books for Children and Teens: Providing a Window for All* by Christina Dorr and Liz Deskins. ALA Editions, 2018.
- ★ *Stories Matter: The Complexity of Cultural Authenticity in Children’s Literature* by Dana Fox and Kathy Short (Eds). National Council of Teachers of English: 2003. Available full text: <http://eric.ed.gov/?id=ED480339>

Selected Online Resources:

Bienvenidos a la Biblioteca!/Welcome to the Library: A Spanish-English / English-Spanish “Pointing Guide” for Public Library Staff and Our Customers. – Extensive bilingual Spanish-English manual that allows you to connect with Spanish-speaking patrons who are not fluent in English.

<http://www.webjunction.org/content/dam/WebJunction/Documents/webJunction/Bienvenidos-a-la-Biblioteca!-A-Spanish-Pointing-Guide.pdf>

The Danger of a Single Story. TEDtalk by Author Chimamanda Ngozi Adichie, 2009. – Describes the important for books and other media to accurately depict our culturally pluralistic society. Available: http://www.ted.com/talks/chimamanda_adichie_the_danger_of_a_single_story.html

The Windows and Mirrors of Your Child’s Bookself. TEDtalk by Author/ Illustrator Grace Lin, 2016. - Describes why it is important for children’s books to reflect the diversity of our world, serving not only as mirrors but windows too. Available: <https://www.youtube.com/watch?v=wQ8wiV3FVo&t=617s>

Diverse Book Finder – Online tool that allows you to sort and find racially diverse books to use for programming . <https://diversebookfinder.org/>

Guides to Evaluating Children’s Books Representing Diverse Cultures – Checklists, compiled by Jamie Naidoo, for evaluating children’s books depicting specific diverse cultures. <http://tinyurl.com/diverse-evals-naidoo>

Hollaback Bystander Intervention Resources – Free resources for to help your library staff understand about bystander intervention and ways to promote speaking up and speaking out against bias and hate. Training can also be purchased from Hollaback. <https://www.ihollaback.org/resources/bystander-resources/>

I’m Your Neighbor: Welcoming Library - Promotes the use of children’s literature featuring “new arrival” cultures to facilitate a community conversation on commonalities and differences. Librarians can find recommended books and discussion questions or purchase the pop-up library kit which includes the books. <https://www.imyourneighborbooks.org/wl/>

Interracial Books for Children Bulletins - Online versions of the original bulletins from the Council on Interracial Books for Children that provide great examples of how to critically think about the portrayal of diversity in youth literature. <http://digicoll.library.wisc.edu/cgi-bin/Literature/Literature-idx?type=browse&scope=Literature.CIBCBulletin> and index of bulletins gathered by Dr. Nicole Cooke: <https://www.ibcbulletin.info/>

Welcoming Schools – Sponsored by the Human Rights Campaign, this website is filled with lesson plans, librarian tips, bibliographies (of children’s books covering a broad spectrum of LGBTQ topics), and other resources for creating welcoming environments for Rainbow Families. <http://www.welcomingschools.org/resources/>

Multicultural Library Manifesto (2012)- Developed by the International Federation of Library Associations and Institutions (IFLA) and the United Nations Organization for Education, Science and Culture (UNESCO), this resource provides helpful information for librarians interested in serving diverse populations. Available: http://www.ifla.org/files/assets/library-services-to-multicultural-populations/publications/multicultural_library_manifesto-en.pdf

Idaho Libraries: Where Serving All Means All

Selected Online Resources:

****Culturally Responsive Library Walk** - Developed by Sandra Hughes-Hassell and Amanda Hitson, this particularly useful resource can be used by library staff to help them explore how inclusive their library spaces are to culturally and linguistically diverse youth.

Available: http://bridgetolit.web.unc.edu/?page_id=842

****Library Service to Special Population Children and their Caregivers** – Toolkit for Librarians and Library Workers with suggestions on how to help all children and families feel welcome at the library. Available:

<http://www.ala.org/alsc/sites/ala.org.alsc/files/content/professional-tools/lsspcc-toolkit-2015.pdf>

****The 3Ps of Creating a Welcoming Library** – Suggested by SLJ’s Teen Librarian Toolbox website, this post covers policy, practices and patrons service as related to creating a welcoming library environment free of hate but inclusive of the community. Available:

<http://www.teenlibrariantoolbox.com/2018/05/the-3ps-of-creating-a-welcoming-library>

Grace Lin on “When Classic Books from Your Childhood are Racist” – Public service announcement created for PBS to encourage caregivers to think about the potentially racist messages in favorite, classic children’s books .

<https://www.youtube.com/watch?v=R5iwg4mENFw>

Aboriginal Library Services: Welcoming Environment – Suggestions by Aboriginal Library Services in Saskatchewan, Canada on how to create a welcoming environment for indigenous populations.

<https://mlb.libguides.com/aboriginallibraryservices/welcomingenvironment>

Allie the Ally – Developed by Black High School’s Gay-Straight Alliance (Silver Spring, Maryland), this inclusive paper doll holds great potential for inclusive storytimes and passive programming that welcomes Rainbow Families. Think of Allie as Flat Stanley and dream of all the places she can visit! <http://allietheally.tumblr.com/aboutallie>

American Library Association’s Responding to and Preparing for Controversial Programs and Speakers Q&A – Provides several practical suggestions on how librarians can prepare and respond to challenges of cultural programming as they embody ALA’s Library-Initiated Programs as a Resource: An Interpretation of the Library Bill of Rights.

<http://www.ala.org/advocacy/intfreedom/controversialprogramsqa> and **American**

Libraries’ How to Handle Controversial Programming

<https://americanlibrariesmagazine.org/blogs/the-scoop/how-to-handle-controversial-programming/>

American Indians in Children’s Literature – Blog by librarian and researcher Debbie Reese that critically examines the representation of indigenous characters in youth literature.

Available: <http://americanindiansinchildrensliterature.blogspot.com>

Challenge Islamophobia - A project of Teaching for Change, this website includes lessons, resources, and more for exploring racism and Islamophobia. Available:

<https://www.challengeislamophobia.org/>

Open to All: Serving the GLBT Community in Your Library – Created by the GLBTRT of ALA, this toolkit provides useful information for serving LGBTQ patrons such as programming resources, collection development information, etc.

<http://www.ala.org/rt/sites/ala.org.rt/files/content/professionaltools/160309-glbtrt-open-to-all-toolkit-online.pdf>

Diversity & Cultural Literacy Toolkit – Compiled by School Library Journal, this resource includes recommended professional reading, activities, and evaluation guidelines for helping librarians create environments that foster the development and growth of cultural humility. Also included are activities for librarians to evaluate their own bias.

<https://www.slj.com/?detailStory=diversity-cultural-literacy-toolkit> and **SLJ 2018 Diverse Books Survey & Resources-** <https://www.slj.com/?page=slj-diverse-books-survey-2018>

Disability in Kid Lit – Critical blog dedicated to examining the representation of characters with disabilities in children’s middle grade novels as well as young adult literature.

Available: <http://disabilityinkidlit.com/>

De Colores – Critical review blog of Latinx and some Spanish-language children’s and young adult books. Provides in-depth reviews as well as critical commentary. Available:

<http://decoloresreviews.blogspot.com/>

Diversity in YA – Review blog that recommends young adult books featuring diverse characters and perspectives and includes critical conversations on diversity publishing for youth. <https://diversityinya.tumblr.com/>

How to facilitate important conversations with kids using diverse & inclusive books – Discussion guide created by Barefoot Books.

https://www.barefootbooks.com/files/9914/7585/8565/BFB_BFBofChildren_DiscussionGuide_MyStoryActivity_0816_Wieder.pdf

Importance of Diversity in Library Programs and Material Collections for Children (2014)

– Whitepaper published by the Association for Library Service to Children about why libraries should provide diversity in the services, programs, and collections they offer.

Available:

http://www.ala.org/alsc/sites/ala.org.alsc/files/content/ALSCwhitepaper_importance%20of%20diversity_with%20graphics_FINAL.pdf

International Children’s Digital Library – Free full text scans of children’s picture books and intermediate books from around the world. Books are available in many, many different languages. Available: <http://en.childrenslibrary.org/>

Kirkus Collections -Displays recommended children’s and YA books with diverse themes. Can be integrated into Baker & Taylor for easy ordering.

<https://www.kirkusreviews.com/diversity/>

Kitaabworld – Website and blog that includes recommendations of South Asian children’s books as well as information on how to talk to children about Islamophobia.

<https://kitaabworld.com/>

Guide for Selecting Anti-Bias Children’s Books - Created by Louise Derman-Sparks and accessible on the Teaching for Change website, this checklist provides quick suggestions for things to consider when evaluating children’s books for bias. Available:

<https://socialjusticebooks.org/guide-for-selecting-anti-bias-childrens-books>

Latinxs in Kid Lit: Exploring the World of Latinx YA, MG, and Children’s Literature – Critical blog that provides suggestions and commentary related to examining how Latinx cultures are depicted in children’s and YA books. Available: <https://latinosinkidlit.com/>

****Libraries are for Everyone Posters** - Created by librarian Rebecca McCorkindale in conjunction with other library staff, this is a series of free graphics, accessible in over 40 languages - including sign language, that emphasize the role of libraries in serving all library patrons. <https://hafuboti.com/2017/02/02/libraries-are-for-everyone/>

PJ Library - Part of the [Harold Grinspoon Foundation](#) which celebrates Jewish life and community around the world, this resource provides suggestions for children’s books, songs, and activities celebrating Jewish culture. Also includes talking points for helping children understand antisemitism. <https://pjlibrary.org/home>

Rainbow Family Posters & Tip Sheets – Created by the Australian Rainbow Families Council, the 'Who's in your family?' information sheets and posters are attractive full-color, posters and information sheets that can be downloaded used in libraries serving Rainbow Families.

<https://web.archive.org/web/20190327160308/https://www.glhv.org.au/fact-sheet/%E2%80%9Cwho-your-family%E2%80%9D-resource-kit-rainbow-families-council>

Reading While White – Critical blog by four white children’s librarians that examines cultural diversity in children’s and YA literature and how white culture influences interactions with diverse books. Available: <http://readingwhilewhite.blogspot.com>

Rich in Color - Blog dedicated to promoting young adult literature with diverse characters or written by authors of color. Available: <http://richincolor.com>

Social Justice Books (A Teaching for Change Project) – Provides recommendations of children’s and YA books divided by categories such as Arabs and Arab Americans, Early Childhood Anti-Bias, Disabilities, etc. Available: <https://socialjusticebooks.org/booklists/>

Talking to Kids About Race: Racially Diverse Storytime Books – Article on the Jbrary blog about introducing race in children’s library programming. <https://jbrary.com/diverse-storytime-books/>

Trans Student Educational Resources – Youth-led organization dedicated to helping educators better understand gender nonconforming and transgender children and teens. Includes a helpful infographic The Gender Unicorn that explains various terminology related to gender as well as numerous other graphics with definitions and more. Available: <http://www.transstudent.org/>

We Need Diverse Books “Where to Find Diverse Books” – Curated by We Need Diverse Books, this resource provides a starting point for finding great books for kids and teens representing diversity. Available: <http://weneeddiversebooks.org/resources>

Selected Cultural Programming Resources:

- ★ ¡Colorín Colorado! by Reading Rockets - <http://www.colorincolorado.org/>
- ★ **Dai Dai Xiang Chuan: Bridging Generations, a Bag at a Time** by the Chinese American Librarians Association - <http://daidai.cala-web.org/resources/>
- ★ **Drag Queen Story Hour** by Michelle Tea and Radar Productions - <https://www.dragqueenstoryhour.org/#organize>
- ★ **Día or El Día de los niños/El Día de los Libros (Day of the Child, Day of the Book)** by the Association for Library Service to Children, Pat Mora, and REFORMA - <http://dia.ala.org/>
- ★ **Embracing Diversity: Sharing Our Songs and Rhymes** by Burnaby Public Library (Canada). Suggests many songs and storytime ideas for promoting cultural understanding in multiple languages. Available: <http://bpl.bc.ca/kids/embracing-diversity/program-ideas>
- ★ **International Children’s Book Day.** Celebrated on or around April 2nd to send a message to children around the world promoting global literacy. Available: <http://www.ibby.org/awards-activities/activities/international-childrens-book-day/?L=0>
- ★ **Libraries and Autism: Were Connected** by Library Connections - <http://librariesandautism.org/index.htm>
- ★ **Noche de Cuentos** by REFORMA (The National Association to Promote Library & Information Services to Latinos and the Spanish Speaking) - <http://nochedecuentos.org/>
- ★ **Teaching Tolerance** by Southern Poverty Law Center contains numerous curricular resources focusing on social justice and anti-bias themes. - <https://www.tolerance.org/classroom-resources>
- ★ **Planning Library Programs for Children with Special Needs** – Suggestions from the Toronto Public Library on considerations to make your storytimes inclusive - <https://www.torontopubliclibrary.ca/content/storytime-tips/toolkit.pdf>
- ★ **Programming Librarian** by the American Library Association,- <http://www.programminglibrarian.org>
- ★ **Reading Is Grand! Celebrating Grand-Families @ Your Library** by the Black Caucus of the American Library Association - <http://bcalareadingisgrand.weebly.com>
- ★ **Sister Libraries Program** by Libraries for Children and Young Adults Section of the International Federation of Library Associations and Institutions (IFLA) - <http://sisterlibraries.wordpress.com/>
- ★ **Talk Story: Sharing Stories, Sharing Culture** by American Indian Library Association and the Asian/Pacific American Librarians Association - <http://talkstorytogether.org/>

Professional Books & Articles

- ☆ Bishop, Rudine Sims. "Mirrors, Windows, and Sliding Glass Doors" originally appeared in Perspectives: Choosing and Using Books for the Classroom. Vo. 6, no. 3. Summer 1990. <https://scenicregional.org/wp-content/uploads/2017/08/Mirrors-Windows-and-Sliding-Glass-Doors.pdf>

- ★ “Diversity Auditing 101” (2018) by Karen Jensen in School Library Journal
<https://www.slj.com/?detailStory=diversity-auditing-101-how-to-evaluate-collection>
- ★ *Diversity Programming for Digital Youth: Promoting Cultural Competence in the Children’s Library* by Jamie Campbell Naidoo. Libraries Unlimited: 2014.
- ★ *Leading Anti-bias Early Childhood Programs: A Guide for Change* by Louise Derman-Sparks, Debbie LeeKeenan, and John Nimmo. Teachers College Press, 2015.
- ★ *Library Services for Youth With Autism Spectrum Disorders* by Lesley Farmer. ALA Editions: 2013.
- ★ *Me and White Supremacy Workbook* by Layla F. Saad. Sourcebooks, 2020
- ★ *Muslims in Story: Expanding Multicultural Understanding through Children’s and Young Adult Literature* by Gauri Manglik and Sadaf Siddique. ALA Editions: 2018.
- ★ *Once Upon A Cuento: Bilingual Storytimes in English & Spanish* by Jamie Campbell Naidoo and Katie Scherrer. ALA Editions: 2016.
- ★ *Programming for Children and Teens with Autism Spectrum Disorder* by Barbara Klipper. ALA Editions: 2014.
- ★ *Rainbow Family Collections: Selecting and Using Children’s Books with Lesbian, Gay, Bisexual, Transgender, and Queer Content* by Jamie Campbell Naidoo. Libraries Unlimited: 2012.
- ★ *So You Want to Talk about Race* by Ijeoma Oluo. Seal Press, 2019.
- ★ Prendergast, Tess. “Seeking Early Literacy For All: An Investigation of Children’s Librarians and Parents of Young Children with Disabilities’ Experiences at the Public Library,” *Library Trends* 65, no. 1 (2016): 65-91.
- ★ “Rethinking Tikki Tikki Tembo” by Grace Lin. Available:
<http://www.gracelinblog.com/2012/04/rethinking-tikki-tikki-tembo.html>
- ★ “Skippyjon Jones: Transforming a Racist Stereotype into an Industry” by Beverly Slapin. Available: <http://decoloresreviews.blogspot.com/2013/04/skippyjon-jones-and-big-bones.html>
- ★ Unpacking the Invisible Knapsack by Dr. Peggy McIntosh (via National SEED Project):
https://nationalseedproject.org/images/documents/Knapsack_plus_Notes-Peggy_McIntosh.pdf
- ★ Ríos- Balderama, Sandra. “The Role of Cultural Competence In Creating a New Mainstream.” *Colorado Libraries* 32, no. 4 (2006): 3-8.
- ★ Ríos- Balderama, Sandra. “This Trend Called Diversity.” *Library Trends* 49, no. 1 (2000): 194-214
- ★ *White Fragility: Why It’s So Hard for White People to Talk about Race* by Robin Diangelo. Beacon Press, 2018.

Even More Diversity & Inclusive Library Resources Available Here: Includes links to professional organizations for specific diverse populations, additional programming and collection development resources, diversity programming grants, professional reading, and much more:

<https://tinyurl.com/IdahoDiversity2019>

Personal Diversity Audit

Reflect on each statement and select the box that most closely applies. This document is for deepening your own self-awareness; you will not be asked to share it with anyone. You will get the most out of this exercise by being honest with yourself and noticing any uncomfortable feelings that arise as you reflect on these statements.

For the purposes of this exercise, “diverse” means that multiple people reflective of a wide variety of human differences (such as race, gender, sexual orientation, ethnicity, language spoken, religion, class, ability, and other characteristics) are included.

Self-Evaluation Area	I don't do this at all/ Never	I do this a little bit / Sometimes	I do this regularly / Often
I intentionally seek out news and journalism (print, television, online, podcasts, etc.) produced by minority journalists.			
I consume entertainment (music, television, movies, etc.) produced by, directed by, and/or starring people of color in lead roles.			
I read books by minority authors/illustrators.			
I follow diverse influencers on social media.			
I call people by their preferred pronouns.			
I intentionally shop at minority-owned businesses.			
If I am a person of faith, I attend worship, prayer, or meditation services with a diverse congregation.			
I know how to use my area's public transportation system.			
The public spaces I visit (parks, libraries, etc.) are used by a diverse community.			
The neighborhood in which I live is diverse.			
I am able to acknowledge my individual biases when they arise and actively work to uproot and change those narratives.			
I talk about my own privilege with my friends and family members.			
I can listen openly to others whose life experiences are different from mine or challenging to me without rushing to debate.			