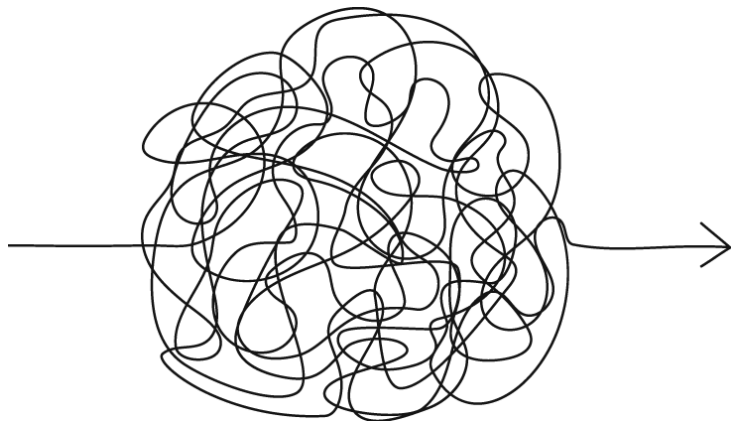


Collection Development, Library Values, and Your Community

Navigating a Busy Intersection



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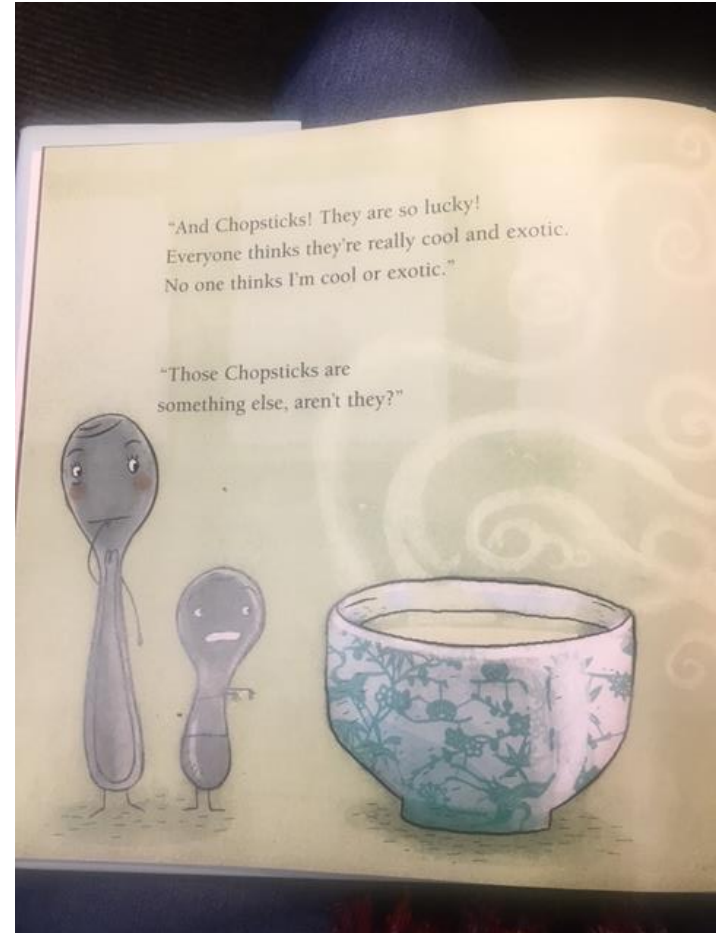
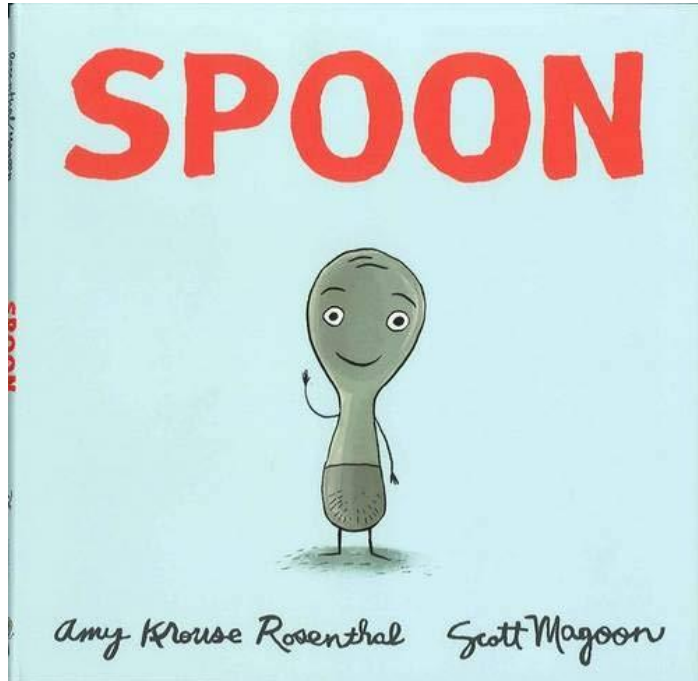
Goals for Today

- Examine what you are already doing/want to do around collection diversity and inclusion in the context of
 - professional values
 - society and social change
 - your community
- Review resources to inform decisions around selection/retention/ use of diverse materials
- Decrease (we hope) the sense of chaos
- Increase (we hope) a sense of confidence

Assumptions for Today

- We're all learning
- It's as much a conversation as a presentation
- This is a safe space
- Asking questions is good!
- There are no right answers

We're always learning...



Overview

- Part I: Professional Values, Your Library and Changing Times
- Part II: Diversity, Inclusion and Collection Development

Part I

Professional Values, Your Community and Changing Times

Definitions: What do we mean by

- Foundational library values
- Intellectual Freedom
- Diversity & Inclusion

Context: Libraries and Society

- Every library exists within the context of its own community but also of larger society.
- Change is constant.
- Consistency comes from the principles/values that inform library work.

ALA Top Ten Challenged Books

2020: 6 of top 10 challenged for race-related reasons (racism or anti-racism, anti-police) (e.g, *Stamped* by Jason Reynolds and Ibram X. Kendi, *All-American Boys* by Jason Reynolds, *The Hate U Give* by Angie Thomas, *To Kill a Mockingbird* by Harper Lee, *Of Mice and Men* by John Steinbeck)

2019: 8 of top 10 challenged for LGBTQ+ content/themes (e.g., *George* by Alex Gino, *I Am Jazz* by Jessica Herthel and Jazz Jennings, *Drama* by Raina Telgemeier)

What about *my* community's values?

- What *are* your community's values?
- Personal beliefs do not equal community values
 - Beliefs: what we hold to be true
 - **Values:** what we hold to be important
- The **real question: What does my community hold to be important?**
 - Community values transcend personal beliefs and religious and political identities, which vary and are not necessarily static/unchanging
 - Community values are more likely (we hope!) to unite than divide

Perceptions v. Reality at the Library

1. People think our library is /for /does / should ____.
2. In reality our library is / for / does / should /knows ____.

Breakout: Discuss the Readings

- [Whose Reviews? And Other Thoughts on Intellectual Freedom, Collection Development, and Diversity](#)
- [What about Shame?](#)
- [Rooting Out Racism in Children's Books](#)
- CCBC What IF Response: [Censorship or Weeding?](#)

Possible Conversation Prompts about Readings

- Did anything you read prompt you to consider one or more aspects of your work differently? If so, in what way?
- Did you find anything surprising/exciting/affirming/challenging/impossible/ in what you read? (Choose your adjective 😊)
- Would you recommend one or more of the articles you read to a colleague? Why or why not?

Part II

Diversity, Inclusion and Collection Development

Diversity, Inclusion and Collection Development

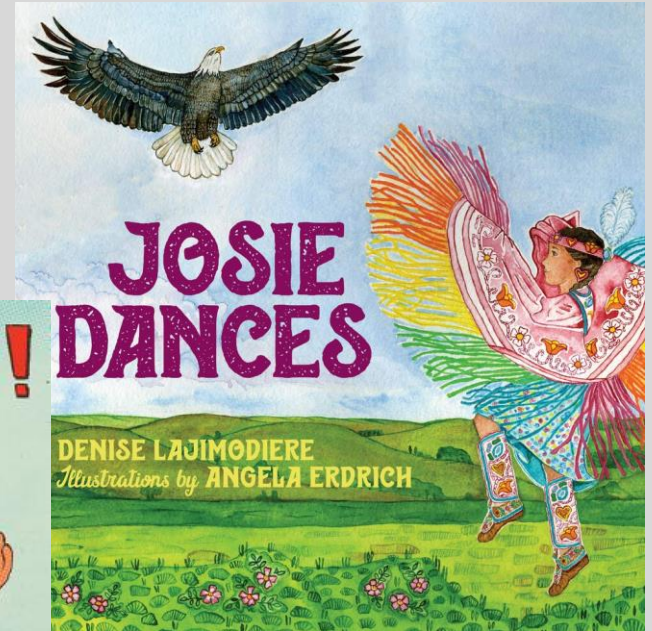
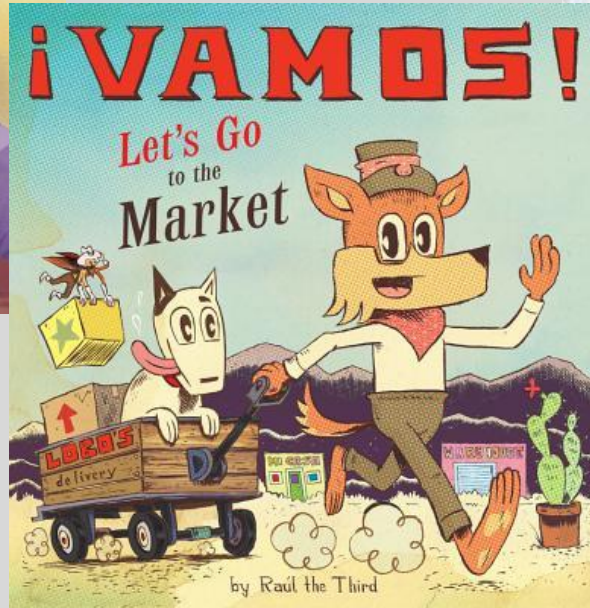
- Considerations for evaluation/decision-making
- Incorporating diverse books into your everyday work
- Responding to the community

The messages a collection lacking visible diversity may send to our communities include:

- Diverse books are “extras” or “add-ons,” not essential
- Diverse books aren’t as good as or important as other books
- Diverse books—and the people they’re about—are “different”
- Diverse books aren’t for (or about) people like “us”

Not all diverse books are created equal

- Authenticity and accuracy: reviews, beyond reviews (reference handout)
- “Brown-skinned” v. “culturally authentic”
- Innuendo v. expressed identity
- Creator’s relation to the content





THE CAMPING TRIP



Jennifer K. Mann

When my brother gets home



BY NEW YORK TIMES BESTSELLER

TOM LICHTENHELD

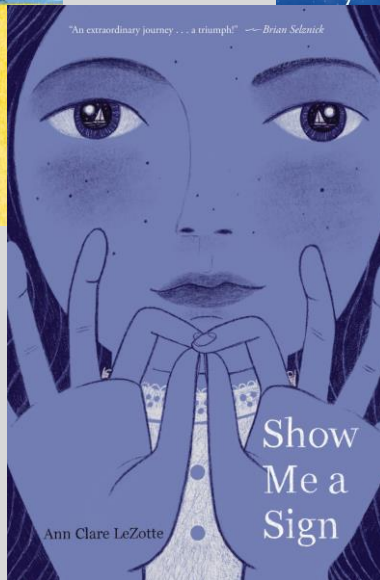
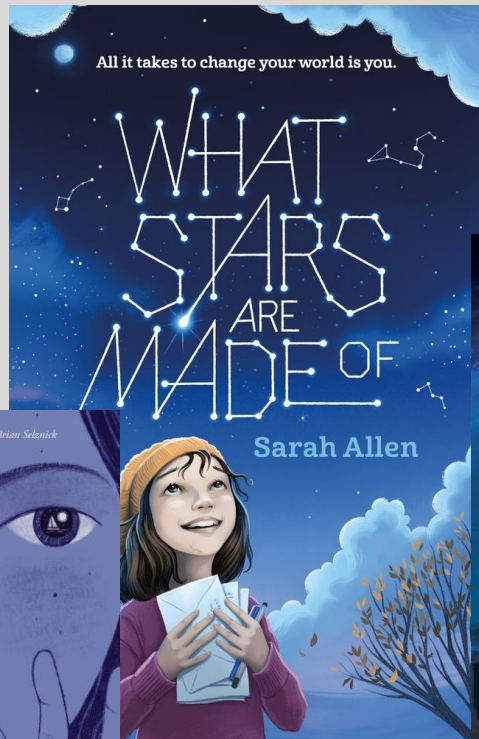
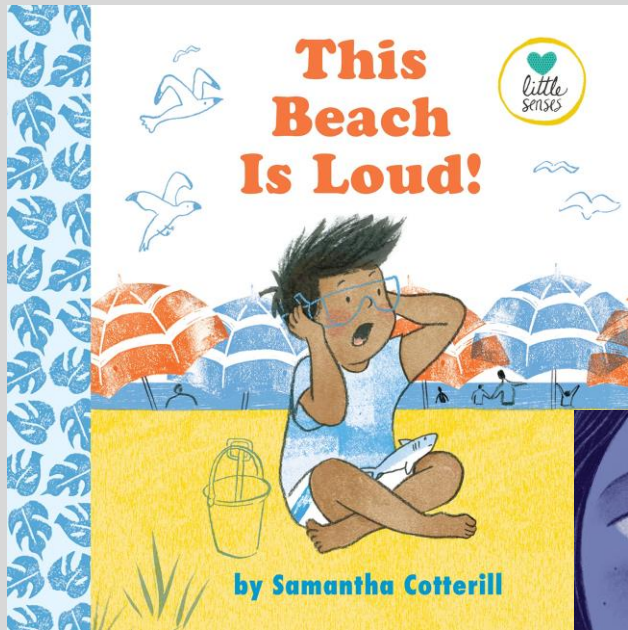
GOODBYE, FRIEND!

HELLO, FRIEND!



CORI DOERRFELD

ILLUSTRATIONS BY THE BARRY LOPEZ







Not Quite NARWHAL
JESSIE SIMA

Gaston



WORDS BY
KELLY
DIPUCCHIO

PICTURES BY
CHRISTIAN
ROBINSON

PLENTY of HUGS
by Fran Manushkin • illustrated by Kate Alizadeh

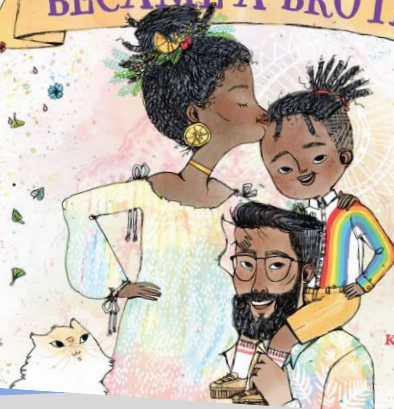


Harriet gets
CARRIED
AWAY



Jessie Sima
Creator of NOT QUITE NARWHAL

WHEN AIDAN
BECAME A BROTHER



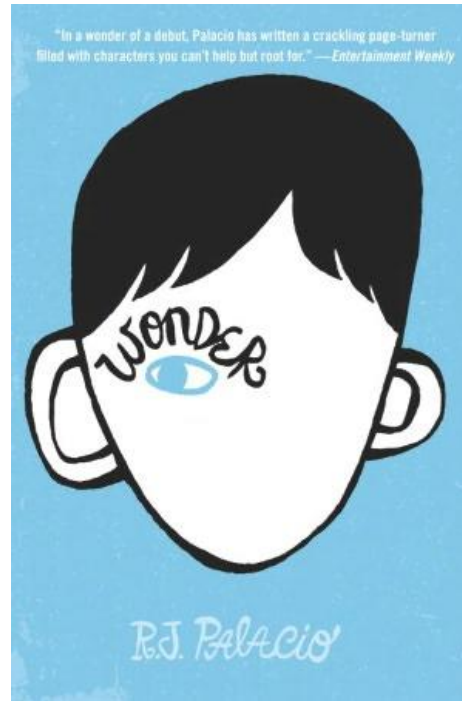
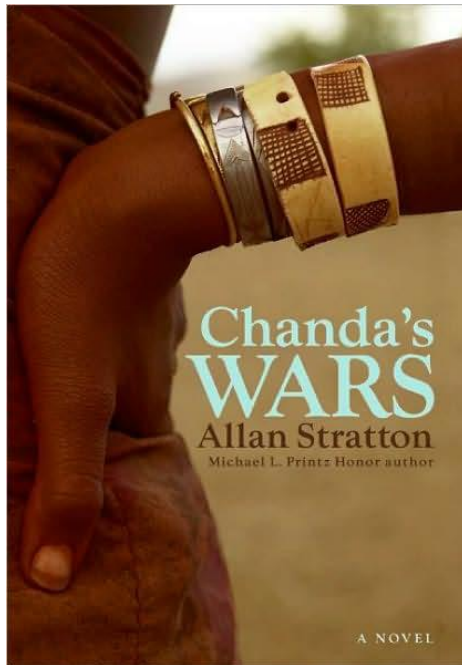
by
Kyle Lukoff
Illustrated by
Kaylani Juanita

THREE DAYS
ON A RIVER
IN A RED CANOE



Vera B. Williams

We're always learning



Putting the Pieces Together: It's about Mindset:

- Follow your policies and procedures and selection criteria outlined
- Consider your criteria, collection and community with an open mind: embrace and model the idea that diverse books are one of the ways you can fulfill your criteria and community needs and interests rather than assuming they will be “extras” or “add-ons”
- When selecting diverse books, consider titles recommended by groups/individuals who have cultural knowledge/investment
 - Identity-based awards
 - Annual lists like the one from the Center for the Study of Multicultural Children's Literature, Rainbow List

What about weeding?

Are there books we shouldn't have?

- Your library's Policies and Procedures remain your guide. What are the criteria for retention?
 - Circulation?
 - Condition?
 - "Outdated" or "Inaccurate"?
- Only you can decide based on your own policies, but....
- How you/the library interpret the language/terms/criteria in your policy and procedures is important for both selection and weeding both in general and in support of diversity and inclusion.

Group Activity: Considering Selection Criteria

Which criteria:

- 1) Can clearly support selection of diverse and inclusive materials
- 2) Require further consideration of how they might be interpreted/understood.
- 3) Create potential barriers for applying what we're learning about representation to older books re. weeding decisions

1. Identified, expressed, or anticipated demand in the general community
2. Availability of titles from vendors or elsewhere in the community
3. Contemporary significance, popular interest, or permanent value
4. Attention of critics and reviewers
5. Prominence, authority, significance, and/or competence of author or creator
6. Timeliness and accuracy of material including new editions of existing materials.
7. Relation to existing collections, such as titles in a series.
8. Statement of challenging, original, or alternative point of view
9. Authenticity of historical, regional, or social setting
10. Culturally and identity inclusive

Questions You Can Ask Going Forward

- How does my library mission/vision support diversity and inclusion in collections?
- Am I thinking about diversity and inclusion as an ongoing part of collection development and management?
- How do the books and other materials we offer and use reflect our library and our community?
- How do the books and other materials we offer and use reflect *on* our library and community?

Diverse Materials in Action (or Not): The Cycle of Frustration

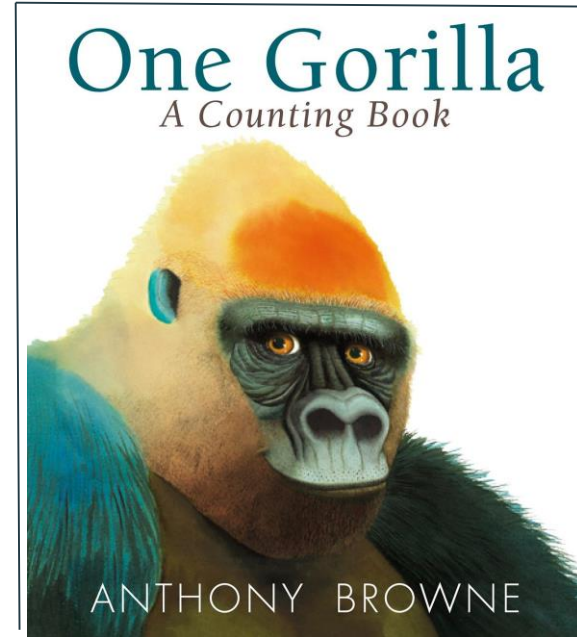
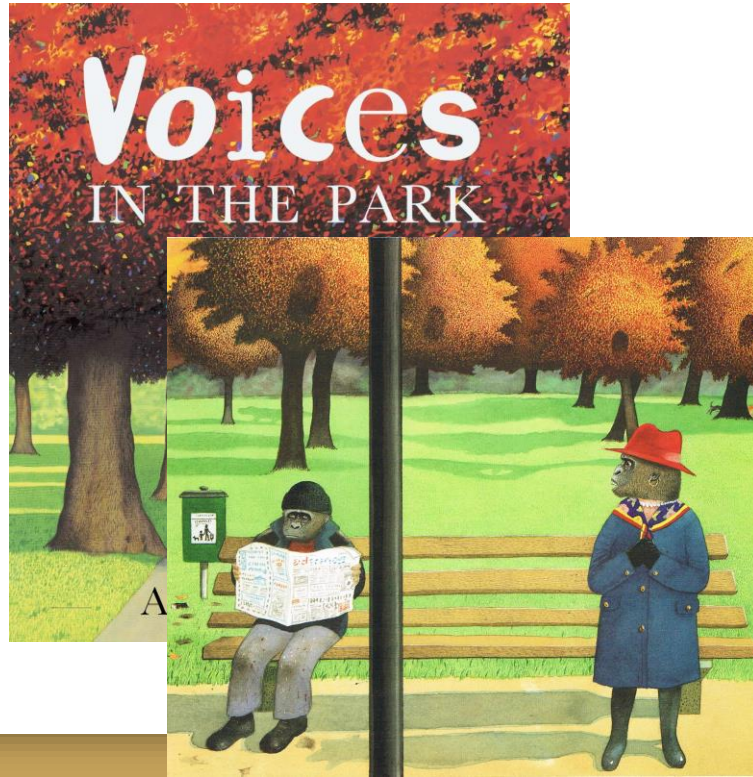
- Limited resources makes purchasing hard to justify given community demographics
- If they don't circulate, it's even harder to justify purchasing more
- End up weeding them sooner than many other books because of low circulation statistics

Everyday Diversity

Make diverse books an everyday, matter-of-fact part of the library experience in your community by incorporating them across everything you do :

- Programming (e.g., thematic story times, book clubs, reading challenges)
- Readers' advisory
- Displays
- What else?

We're always learning...



Still recommended by the CCBC

Responding to Community Concerns

- Focus on what you *can* do
 - Build positive relationships with patrons/community members through the work you do (You are doing this all the time!)
 - Practice calm response to criticism and talking with enthusiasm about your work
 - Practice talking conversationally about the library's mission/collection goals
 - Reassure them that the library is (still) providing many wonderful books and resources that you're sure they/their family will enjoy, just as it always has
 - Remind them that the library is a place of choice
 - **What else might you say?**

Final Thoughts

- **Look to the principles that guide our profession and your local policies and procedures** as sources of constancy in the midst of social and political change
- Intellectual freedom in libraries involves both rights and responsibilities
- Your community's value likely emphasize caring and kindness over disregard and division
- **You're (already) skilled at weighing multiple factors** in choosing what to select/retain and what to reject/weed
- Diverse books and appealing books are not mutually exclusive things
- **Shift your perspective** : think about building a diverse and inclusive collection as expanding what *everyone* in your community can access and find appealing
- **Embrace the power of being a role model**: incorporate diverse books across everything you do
- Not all diverse books are created equal: authenticity and respectful portrayals matter
- **Focus on the positive** in relating to the community

Thank you!

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