

The Inclusive Services Assessment and Guide

New Director Boot Camp
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DPI's Equity Mission

- Access for everyone
- Right resources at the right moment
- Across dimensions of identity



Wisconsin Library Law

DPI's [Inclusive Services Statement](#),
an interpretation of Wis. Stat. sec.
43.24(2)(k) "Promotion and
facilitation of library service to
users with special needs"



The Inclusive Services Statement

- Safe, welcome, and respected
- Holistic, all-encompassing
- Continuous reflective effort
- Every point of access and interaction



Group Exercise Instructions

- Form groups of 2-3
- Open folder and read patron description
- Answer questions



Group Exercise Questions

1. Do you see this “person” at your library?
2. What perceptions do you have of this “person”?
What barriers do you see for them at the library?
3. How might this “person” see themselves? Do they see the same barriers that you see?



The 2018 Inclusive Services Institute

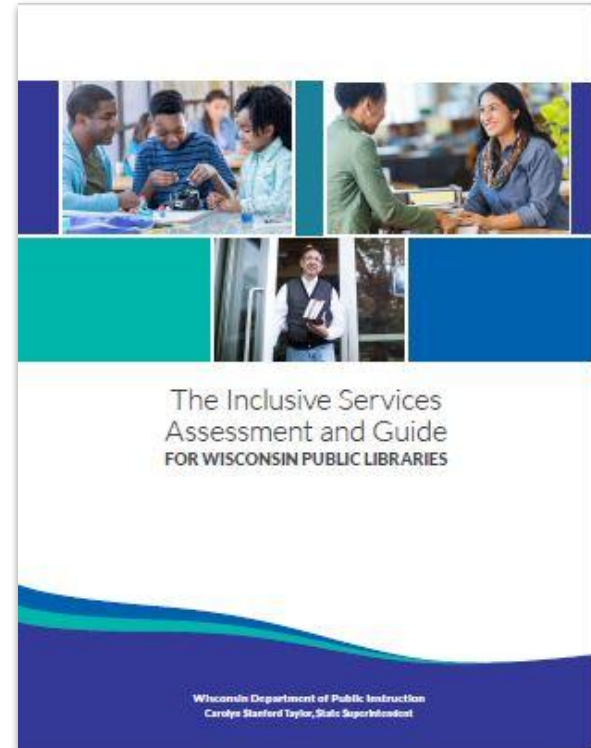


- 16 public library and system staff
- 2 in-person sessions
- 4 content-area teams
- Co-producers of the guide



The Inclusive Services Assessment and Guide For Wisconsin Public Libraries

- Ongoing reflection tool
- Evaluate current services
- Plan for the future
- Supports the 2018 Wisconsin
Public Library Standards



How to Use the Assessment

Who Is Responsible

The checklist is organized by areas of library service identified in the Wisconsin Public Library Standards. Each section provides a straightforward checklist that can be answered with Yes, No, In Progress, or Not Applicable. Use the [Scoring Rubric](#) to score each topic/section. See [How to Use the Inclusive Services Assessment and Guide](#) for examples.

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Governance

- | | | | | |
|--|---|---|----|----|
| 1. Library board has read and discussed DPI's Inclusive Services Statement , an interpretation of Wis. Stat. sec. 43.24(2)(k) "Promotion and facilitation of library service to users with special needs" | Y | N | | |
| 2. Does the library board reflect the demographics of the community? | Y | N | IP | NA |
| 3. Is the need for diversity (ie. dimensions of identity) among library trustees communicated to the municipal governing body who makes trustee appointments (e.g. mayor/city council, village president/board, county executive, etc)? | Y | N | IP | NA |
| 4. Are the bylaws available in the languages used by the community, including ASL and braille if necessary? | Y | N | IP | NA |
| 5. Are the bylaws written in gender neutral language? | Y | N | IP | NA |
| 6. Do the bylaws have language on equity and inclusion being foundational to the purpose of the library? | Y | N | IP | NA |



Yes, No, In Progress,
or Not Applicable
scorable responses



Let's Practice! (p. 18)

Meeting Room/Event Space

1. Is the meeting room entry close to the main entrance? If not, is the path clear for ease of access?	Y	N	IP	NA
2. Are there window coverings in the meeting room/event space?	Y	N	IP	NA
3. Can the meeting room area be closed off from the remainder of the library such that audio, visual, and other interruptions are limited?	Y	N	IP	NA
4. Are there blackboards and/or white marker boards?	Y	N	IP	NA
5. Are the chairs and tables light enough to be moved and maneuvered by users and staff?	Y	N	IP	NA

TOTAL

Group Exercise Instructions

1. On your own, read and respond to “Funding” and “Self Care for Library Workers”
2. Find a partner with whom to share and compare



Ways to Use the Guide

- 1. Share with your board**
 - a. Once, monthly, strategic planning
- 2. Share with your staff***
 - a. Be open to feedback
- 3. Schedule an inservice**
- 4. Talk with your system**

Other ideas?



Now What?

- **Get out of the building**
- **Listen. Listen more.**
- **Connect with leaders**
- **Be vulnerable**



Find Your Road Map



DPI Inclusive Services Webpage

<https://dpi.wi.gov/pld/inclusive-services>



Thank You!

