



Enoch Pratt Free Library and State Library Resource Center 2024 Diversity, Equity and Inclusion (DEI) Conference

Empowering Education: Overcoming Barriers and Building Bridges

Tuesday, October 29 & Wednesday, October 30, 2024

Day One: Virtual - Tuesday, October 29th, 2024

09:30 AM - 10:30 AM:

Welcome and Keynote

Kelly Clark Ed.D., Chief Diversity, Equity, Inclusion, & Belonging Officer, Howard County Library System



11:00 AM – 12:00 PM:

Breaking Boundaries: Incorporating DEI into Public Library Adult Programming and Services

Brenda Johnson-Perkins, Community Engagement Administrator, Baltimore County Public Library

Lori Hench, Adult and Community Engagement Specialist, Baltimore County Public Library

By creating and providing programs and services which incorporate DEI, libraries champion fair treatment, representation and equal access. In this session, the Baltimore County Public Library's Adult & Community Engagement Department staff members share experiences implementing DEI programming initiatives. Participants will hear about why incorporating DEI into programs and services is important and how it benefits your community; explore ways to collect and use data; how to manage challenges; and establish effective partnerships. We want to learn from you, too! Be ready to share a challenge your library experienced when creating DEI initiatives and we'll crowd-source solutions.

A resource tip sheet will be provided for all participants.

12:00 PM - 2:00 PM:

Afternoon Break



2:00 PM - 3:00 PM:

Global Tales & Local Hearts: How Libraries Can Help Raise Multicultural Kids

Ajanta Chakraborty, CEO/Co-Founder, Bollywood & Culture Groove, an Indian Cultural Education Company

Join Ajanta, a bestselling author and co-founder of the largest Indian cultural educational academy in the Midwest, for a dynamic session designed to inspire and equip children's librarians with the tools to create captivating and inclusive library spaces. This session will dive into the art of selecting diverse stories that resonate with young readers from all backgrounds. Learn innovative strategies for incorporating multicultural books, activities, and digital resources into your programs.

In this engaging session, participants will learn how to make diversity a joyful and integral part of children's everyday learning experiences. Come ready to transform your library into a vibrant hub where every child can see themselves reflected in the stories they hear and the faces they meet.

3:30 PM - 4:30 PM:

Establishing a DEI Council at Your Organization

Members of the Enoch Pratt Free Library's DEI Council:

- ***Jessica Russell, Pratt Free Market Coordinator***
- ***Lois Mayo-Dickey, Circulation Manager, Central Library/SLRC***

Starting a DEI Council at your organization can be worthwhile, and also a challenge. In this session, we will discuss the stepping stones for beginning a council. Discussion questions will include: How do you foster a dynamic, creative, and inclusive workplace environment that respects, values, and celebrates the diversity of both staff and customers?; How do you create a mission for your council?

For more information, please contact: slrcprogramsandtraining@prattlibrary.org or visit <https://www.slrc.info/professional-development/conferences/fall-conference>



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Day Two: In-Person - Wednesday October 30, 2024

08:00 AM: Doors open for registration and breakfast

09:00 - 10:00 AM: Welcome and Keynote: Leading Through Change: Libraries, Policy, and the Future of Educational Resources

John F. Szabo, City Librarian, Los Angeles Public Library

Tania Otero Martinez, Policy Analyst, K-12 Education Policy, Center for American Progress

Moderator: M'Balu "Lu" Bangura, Chief of Equity and Fair Practices, Enoch Pratt Free Library and Maryland State Library Resource Center

In today's rapidly evolving educational landscape, the need for equitable access to resources has never been more urgent. Join John F. Szabo, City Librarian of the Los Angeles Public Library, and Tania Otero Martinez, K-12 Education Policy Analyst at American Progress, in conversation with M'Balu "Lu" Bangura, Chief of Equity and Fair Practices at the Enoch Pratt Free Library and Maryland State Library Resource Center, for a dynamic exploration of how public libraries and policy advocacy are breaking barriers and driving educational equity.





10:10 AM – 11:10 AM: Session One - Choose One

1a: Brought to You by the Bookmobile: Programs & Outreach in Underserved Communities
Carolyn Vidmar, Community Impact Coordinator, Enoch Pratt Free Library
Tamara Jones, Programming Assistant, Enoch Pratt Free Library

Join the Enoch Pratt Free Library's Programs & Outreach Department as they discuss what an "under-resourced community" looks like and how to best deal with the recurring issues that are experienced at events. They will also discuss how to best serve the communities they're visiting by making the resources that your library system or city has to offer the main draw. Participants will gain a different perspective of their specific locations and new ways to work with the communities they serve.

1b: Navigating Diversity, Equity, and Inclusion: Strategies from School Libraries
Brooke Grams, Coordinator, Library & Media Services, Baltimore City Public Schools
Emmanuel Faulkner, Educational Specialist II, Library & Media Services, Baltimore City Public Schools

Join two of the Baltimore City Public Schools' seasoned library supervisors for an engaging and thought-provoking session, as they share their insights and strategies for fostering Diversity, Equity, and Inclusion (DEI) within school library environments. They will discuss successful DEI programs, overcoming barriers, cultural competencies, and inclusive collections and programming.

1c: Finding Allies and Fostering Belonging: Creating Inclusive Library Programming through Community Collaboration
Hayley Holloway, Reference/Instruction Librarian, University of Baltimore
Gaby Messinger, Reference/Instruction Librarian, University of Baltimore
Maria Maclay, Student Support Specialist, University of Baltimore

As part of the wider University of Baltimore and the RLB Library's goals to increase traffic on campus and re-engage students with campus life, the RLB Library and the office of Disability and Access Services recognized a need to provide inclusive physical spaces and community for neurodivergent patrons. In this session, they will outline joint projects, workshops, and other initiatives. Examples include expanding a sensory-friendly study room located in the library, and providing a workshop to personalize semester-long planners for goal-setting, accountability, organization, and more.



11:20 AM – 12:20 PM: Session Two - Choose One

1a: Tour of SLRC

Join SLRC staff for this express tour of SLRC. View building highlights, and find out how SLRC can support your work with programs, training and materials.

1b: The Dynamics of Latinos and Language Access in Baltimore City

Mireya Parada Madrid, Family Literacy Outreach Coordinator, Enoch Pratt Free Library

Agatha So, Language Access Project Manager, Mayor's Office of Immigrant Affairs (MIMA)

Baltimore City is thriving with an increase of Latino and Spanish speaking immigrants. Join Mayor's Office of Immigrant Affairs (MIMA), Language Access Department and the Enoch Pratt Free Library's Family Literacy Outreach Coordinator for a two-part conversation exploring the cultural nuances of Latinos and the work of Baltimore City's efforts in bridging language gaps.

1c: Empowering Library Advocates: Library Advocacy and Maryland's Legislative Process

Tif Sutherland, Reference Supervisor, Calvert Library

This session will provide attendees with a comprehensive understanding of the structure of the Maryland General Assembly and its legislative process. Attendees will learn practical skills such as navigating legislative resources, developing effective advocacy strategies, and engaging in advocacy as individuals, within their library organizations, and through the Maryland Library Association.

12:20 PM - 1:20 PM: Lunch



1:20 PM – 2:50 PM: Session Three - Choose One

3a: Reading Buddies: An Innovative Approach to Addressing the Community's Reading Crisis

Rachel Wright, Interim Director, Cecil County Public Library

Katelyn McLimans, Youth Services and Outreach Manager, Cecil County Public Library

Data from MSDE's Report Card (2023) reported 60% of Cecil County's elementary students were not reading proficiently. This did not go unnoticed by Cecil County Public Library (CCPL), who immediately took action; first, by including in its Strategic Plan to 'boldly address the community's reading crisis' and second, by developing Reading Buddies. Through Reading Buddies, CCPL trains community volunteers to meet weekly with an elementary student for one-on-one reading support, providing them ample opportunities to build and practice reading skills, gain confidence, and develop a shared love of reading. CCPL will provide information and resources in support of Reading Buddies and share how volunteers, families, and the Library are working together to positively impact struggling readers in Cecil County.

3b: The Land We Are On: Land Acknowledgements, Limits, and Possibilities

Ryan Koons, Folklife Specialist, Maryland State Arts Council

"Land acknowledgments" are statements that recognize Indigenous peoples dispossessed of their land and/or relationships with land by settler colonists. These statements are an effective and ethical way to begin acknowledging Indigenous sovereignty, begin correcting the stories and practices that erase Indigenous people's history and culture, and begin inviting and honoring the truth. Maryland State Arts Council (MSAC) Folklife Specialist Ryan Koons provides an introduction to land acknowledgements using materials from MSAC's Land Acknowledgement Project. In this project, MSAC staff engaged in compensated consultations with tribal elders from American Indian tribes whose lands are claimed by Maryland. Most importantly, this presentation will discuss ways to move beyond land acknowledgements towards positive change led by tribal peoples.

3c: Intro to SLRC

Genive Purchase, Deputy Chief, Central Library/SLRC

Kaanan Lewis, Librarian II, African American Department, Central Library/SLRC

Join SLRC leaders and staff for this overview of SLRC's different services and roles. In addition to learning about all of our behind-the-scenes work, you'll find out how SLRC can support your work with programs, training and materials.



3:00 PM – 4:00 PM: Session Four - Choose One

4a: The Role of the Librarian in Creating LGBTQ-Inclusive K-12 Schools

Jabari Lyles, Principal Consultant, Jabari Lyles Consulting

Schools are often hostile environments for LGBTQ K-12 students and their families. Libraries can be powerful resources in combatting anti-LGBTQ bias and developing inclusive educational environments. Participants will learn perspectives and strategies to position libraries as supportive partners for LGBTQ-inclusive learning environments.

4b: How Should Public Libraries Do Civic Engagement?

Maura Elwood, Special Projects Coordinator, Enoch Pratt Free Library

Kiera Powell, Elementary/Tween Program Specialist, Enoch Pratt Free Library

In response to the growing social needs of library patrons, particularly in urban settings, this session positions civic engagement programming as a pivotal responsibility for public libraries to undertake. This session walks library professionals through the nuanced process of program development, emphasizing key steps such as need identification, relationship-building with local nonprofits and civic organizations, and the creation of a holistic “wrap-around” program. Drawing on the Enoch Pratt Free Library’s Programs & Outreach Department staff’s professional experiences, this session underscores the importance of adopting a place-based community development and mutual aid approach. This is a roadmap for libraries to responsibly provide social services while remaining in their foundational role as stewards of information, ensuring a well-rounded and sustainable civic engagement strategy.

4c: 8:46: Collective Breath for Calm and Restoration

Phylicia Ghee, Artist in Residence, Enoch Pratt Free Library

Heather Kerner, Artist in Residence Coordinator, Enoch Pratt Free Library

In this session, participants will be immersed in a series of overlapping moving images accompanied by sound as they watch “8:46,” a short film created by Enoch Pratt Free Library’s Artist in Residence, Phylcia Ghee. Using breath as a reclamation and restorative practice, the film invites viewers to engage in collective reverence for 8 minutes and 46 seconds. Afterward, Phylcia will guide participants through a body scan to deepen their connection to self-awareness and calm. Together, we will reflect on how intentional breath can shift the body from stress to peace, fostering healing and resilience.



4:00 – 5:00 PM: Closing Remarks and Social Activity Session

Join us for an interactive closing social activity where participants will have the chance to engage in insightful table-to-table discussions on various topics relevant to education in libraries. This format will allow attendees to rotate between tables, exchange ideas, and share best practices with colleagues from across the state.

In addition to these engaging conversations, we'll be featuring two vendors at the event:

- Maryland Department of Labor: Representatives will be tabling to provide valuable information on the services available for adult learners throughout the state.
- Maryland State Lending Team: Stop by to explore the latest technology and items available for lending from our state lending program. The team will be on hand to sign participants up for accounts and showcase new offerings.

As you move from table to table, don't forget to enjoy some delicious fall snacks and drinks! We'll be serving hot apple cider, cold caramel frappes, and hot pumpkin spice coffee, apple fritters, spiced mini bundt cakes, and classic glazed donuts.