

Cultural Competence For Library Leaders

What's in store?

Cultural Proficiency for Library Leaders is one-day session designed for library leaders who are committed to more deeply understanding issues of diversity, inclusion and equity, and want to make change at the personal and professional levels.

Content of the workshop is regularly updated to take into consideration and prepare participants to engage in current professional and social concerns. It also encourages participants to think about implications at the personal, organizational and professional levels.

Learn how to

- Communicate using research-based concepts and contemporary language related to cross-cultural issues
- Shift your frame of reference to better understand various perspectives
- Increase options for responding in ways that are culturally sensitive
- Apply cultural models to your every day work

Ideal for

Persons committed to ensuring the library's inclusive workplace environment • have responsibility for developing diversity related programs or services • work with diverse patron groups • have management, human resources, staff development, diversity and/or strategic planning committee responsibilities

Duration

1 day

Objectives

By the end of this Institute, participants will:

- Engage in discussion about cross-cultural issues and the role of library professionals
- Understand the power of culture on values and how they influence personal worldviews and behavior
- Increase awareness about the impact of unconscious bias on perception and behavior
- Explore practical ways of moving from diversity "awareness" to "action"
- Identify ways to bring more culturally inclusive behaviors and programs to your library and users

"Developing the next generation of leaders"

AGENDA

Instructional Methods

Sessions are highly interactive as participants engage in learning through:

- Case studies
- Personal reflection
- Practical application tools for immediate use
- Group sharing

BONUS: Participants in this Institute also be enrolled in the [Equity Toolkit](#) online courses, [Essentials of Cultural Competence](#) and [Reducing the Negative Impact of Bias in the Workplace](#).

9:00 a.m.
Introduction and Overview
Introduction to Core Concepts: Creating Shared Language
Cultural Proficiency Begins Me
Lunch
Understanding and Reducing the Negative Impact of Bias
Action Planning: From Awareness to Action: Becoming an Ally
Wrap-up 4:30 p.m.

What Makes Our Programs Unique

Our programs are designed for busy adults, and respond to feedback received over the years. Time and time again clients have told us what they want: Deep expert facilitators, practical application of concepts and tools, and a collaborative learning environment. **We are known for:**

Collaborative Learning – Participants explore strategies for implementing ideas, share best practices and resources during and beyond the event.

Practical Application – Participants are introduced to the most widely and effectively used tools, and practice with them in session and with facilitator and colleague input.

Expert Facilitation – Our facilitators are matched to assure subject-matter experts and industry-specific professional experience.



"DeEtta's experience and knowledge are undeniable. This is a well put together session that contained a good balance of interaction, background material, reflection and practice."