2022 Fall

Youth Services Manager Cohort

SECTION I: Foundations of Equity and Access for Diverse Youth (13 modules)

September 2022 to September 2023

11 Contact Hours

Learning Objectives from https://ready.web.unc.edu/

Description

This course will provide professional development for Youth Service Managers focused on foundational concepts relating to racial equity. It will utilize the Project READY curriculum created at the University of North Carolina, designed to be used in conjunction with live meetings (in-person or online) and group discussions.

Designed by Alea Perez

Module 1: A & B

Month: September 2022
Contact Hours: 1

Agreements and Introduction
- **Describe** why learning about race and racism is critical for library professionals and educators.
- **Commit** to a set of norms that will guide your progress through the Project READY curriculum.

Activities
- Complete journal entries.
- Read and view as much of the module materials as possible.

Module 2

Month: October 2022
Contact Hours: 1

History of Race and Racism
- **Describe** how and why the concept of race was developed.
- **Explain** how the concept of race was applied throughout history in ways that advantaged white people and disadvantaged people of color and Native people.
- **Outline** how historical advantages and disadvantages based on race have accumulated to create and maintain the racial inequities we observe today.
- **Connect** historical events and trends to your own personal and family history.

Activities
- Complete journal entries.
- Read and view as much of the module materials as possible.

Module 3

Month: November 2022
Contact Hours: 1

Defining Race and Racism
- **Define** *race*, *racism*, and related terms in ways that are consistent with racial equity advocates' use of these terms.
- **Compare** these definitions to the ways that these terms are colloquially used.

Activities
- Complete journal entries.
- Read and view as much of the module materials as possible.

Module 4

Month: December 2022
Contact Hours: 1

Implicit Bias and Microaggressions
- **Define** *implicit bias* and *microaggression* and **give** examples of these concepts in action.
- **Describe** how implicit biases are formed and the ways in which they impact the lives of people of color.
- **Examine** your own biases and their effects on yourself and others.

Activities
- Complete journal entries.
- Read and view as much of the module materials as possible.

Module 5

Month: January 2023
Contact Hours: 1

Systems of Inequality
- **List** and **describe** some of the major systems that shape the daily life and life outcomes for people in the United States.
- **Describe** the ways in which these systems both create and perpetuate societal inequities.
- **Analyze** how these systems are connected to each other in ways that further compound inequity.

Activities
- Complete journal entries.
- Read and view as much of the module materials as possible.

Module 6

Month: February 2023
Contact Hours: 1

Indigeneity and Colonialism
- **Define** *colonialism*.
- **Describe** the lasting impacts of colonialism on Native people.
- **Describe** issues related to Native identity that affect today's children and youth

Activities
- Complete journal entries.
- Read and view as much of the module materials as possible.

Module 7 & 8

Month: March 2023
Contact Hours: 1

Exploring Culture + Cultural Competence & Cultural Humility
- **Explain** the concept of culture and its complexities.
- **Describe** the dominant (white) cultural ethos and its alternatives.
- **Articulate** how culture manifests in your library.
- **Define** *cultural competence* and *cultural humility* and **give** examples of these concepts in action.
- **Describe** why cultural competence and cultural humility are important to creating equitable and inclusive library services.
- **Set** personal goals for moving from cultural competence to cultural humility.

Activities
- Complete journal entries.
- Read and view as much of the module materials as possible.

Module 9

Month: April 2023
Contact Hours: 1

Racial and Ethnic Identity Development
- **Describe** the various racial and ethnic identity development models and frameworks.
- **Explain** the connection between positive racial and ethnic identity development and resiliency, academic achievement, and engagement of youth of color and Native youth.
- **Act** in your library or classroom to integrate racial and racial identity development frameworks and models to increase the engagement and learning of youth of color and Indigenous youth.

Activities
- Complete journal entries.
- Read and view as much of the module materials as possible.

Module 10

Month: May 2023
Contact Hours: 1

Unpacking Whiteness
- **Define** *whiteness* and describe the privilege/advantages attached to it in the United States.
- **Describe** the impact whiteness has on individuals and systems in the United States.
- **Identify** ways you can work individually and collectively to challenge white privilege and transform the systems of oppression it perpetuates.

Activities
- Complete journal entries.
- Read and view as much of the module materials as possible.

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Module 11

Month: August 2023
Contact Hours: 1

Confronting Colorblindness and Neutrality
- **Explain** why the concepts of "color- blindness" and "neutrality" are harmful to anti-racist work, including anti-racist work in libraries.

Activities
- Complete journal entries.
- Read and view as much of the module materials as possible.

Module 12 & 13

Month: September 2023
Contact Hours: 1

Equity vs. Equality, Diversity vs. Inclusion + Allies and Anti-Racism
- **Define** *equality*, *equity*, *diversity*, and *inclusion*.
- **Describe** the distinction between equality and equity.
- **Describe** the distinction between diversity and inclusion.
- **Explain** why these distinctions are important.
- **Define** the term "ally" and **describe** the characteristics of allyship.
- **Describe** alternatives to the term "ally" and summarize the dialogue around these terms.

Activities
- Complete journal entries.
- Read and view as much of the module materials as possible.

2022/3 Winter

Youth Services Manager Cohort

SECTION II: Transformation & Continuity (9 modules)

October 2023 to May 2024

9 Contact Hours

Learning Objectives from https://ready.web.unc.edu/

Description

This course will provide professional development for Youth Service Managers focused on foundational concepts relating to racial equity. It will utilize the Project READY curriculum created at the University of North Carolina, designed to be used in conjunction with live meetings (in-person or online) and group discussions.

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Module 15

Month: October 2023
Contact Hours: 1

(In)Equity in Libraries
- **Describe** ways in which libraries replicate some of the inequities faced by youth of color and Indigenous youth in other areas of life.
- **Investigate** discipline and policy, resource, and service gaps in your own library or library system.

Activities
- Complete journal entries.
- Read and view as much of the module materials as possible.

Module 16: A & B

Month: November 2023
Contact Hours: 1

Building Relationships with Individuals + Building Relationships with Communities
- **Explain** why taking time to develop and nurture relationships with BIYOC is important to developing equitable and inclusive library programs and services.
- **Implement** strategies for building positive relationships with BIYOC.
- **Explain** why taking time to develop and nurture relationships with BIYOC is important to developing equitable and inclusive library programs and services.
- **Implement** strategies for building positive relationships with BIYOC.

Activities
- Complete journal entries.
- Read and view as much of the module materials as possible.

Module 19

Month: December 2023
Contact Hours: 1

Student Voice and Agency
- **Define** *youth voice* and *youth agency*.
- **Explain** the connection between voice, agency, and youth development.
- **Act** in your library to provide opportunities for BIYOC to develop and express their voices.

Activities
- Complete journal entries.
- Read and view as much of the module materials as possible.

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Module 20

Month: January 2024
Contact Hours: 1

Talking About Race with Youth
- **Explain** how youth develop racial biases.
- **Develop** confidence to talk about race with youth.

Activities
- Complete journal entries.
- Read and view as much of the module materials as possible.

Module 21 & 22

Month: February 2024
Contact Hours: 1

Assessing Your Current Practice + Transforming Library Instruction
- **Assess** your library's responsiveness to the needs of BIYOC.
- **Evaluate** your library instruction through a racial equity lens.
- Collaboratively **develop** a plan to improve your library instruction to better serve BIYOC.
- **Implement** your plan and **assess** the impact of changes to your library instruction on BIYOC.

Activities
- Complete journal entries.
- Read and view as much of the module materials as possible.

Module 23

Month: March 2024
Contact Hours: 1

Transforming Library Space and Policies
- **Evaluate** your library's physical and digital space and policies through a racial equity lens.
- Collaboratively **develop** a plan to improve your library's space and policies to better serve BIYOC.
- **Implement** your plan and **assess** the impact of changes to your library's space and policies on BIYOC.

Activities
- Complete journal entries.
- Read and view as much of the module materials as possible.

Module 24: A & B

Month: April 2024
Contact Hours: 1

Transforming Library Collections
- **Explain** to your faculty, staff, administrators, and parents/caregivers the value of diverse and reflective literature.
- **Evaluate** your library's collection through a racial equity lens.
- Collaboratively **develop** a plan to improve your library's collection to better serve BIYOC.
- **Discuss** some of the key topics that must be considered when collecting diverse texts.
- **Develop** a plan to stay up-to-date with and address these topics and others that may arise.

Activities
- Complete journal entries.
- Read and view as much of the module materials as possible.

Module 25

Month: May 2024
Contact Hours: 1

Lifelong Learning for Equity
- **Explain** why learning about equity and inclusion is a lifelong process.
- **Develop** personal learning goals related to equity and inclusion.
- **List** organizations, resources, and strategies that can help you reach those goals.

Activities
- Complete journal entries.
- Read and view as much of the module materials as possible.