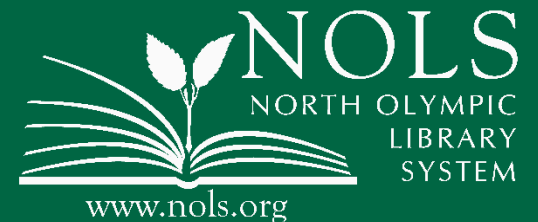


# Nurturing an Inclusive Library

An update on NOLS' Equity, Diversity, and Inclusion initiative.



**Ascending Leadership**  
Leadership+DEI Coaching and Consulting



# Land Acknowledgement

The North Olympic Library System acknowledges that the lands on which we live and gather are the appropriated homelands of Indigenous Peoples. We want to express our deepest respect to those peoples past and present, including the Hoh Tribe, Jamestown S’Klallam Tribe, Lower Elwha Klallam Tribe, Makah Indian Tribe, Quileute Tribe, Quinault Indian Nation, Port Gamble S’Klallam Tribe and the Skokomish Tribe, for their care of these lands throughout the generations. Let us learn more about the histories, cultures, and traditions of Indigenous Peoples. Let us strengthen relationships with sovereign tribal nations to provide an inclusive space fostering innovation and collaboration at the Library.

# Brief Introductions & Structure of Program

## Participants:

- Noah Glaude, Library Director, NOLS (*he/him*)
- Leilani Raglin, Founder of Ascending Leadership (*she/her*)
- Adana Protonentis, Lead Consultant Ascending Leadership (*she/her*)
- Troi Gale, Library Manager, NOLS (*he/him*)

## The 5 P's of Transparency:

- Past
- Purpose
- Personal
- Process
- Power

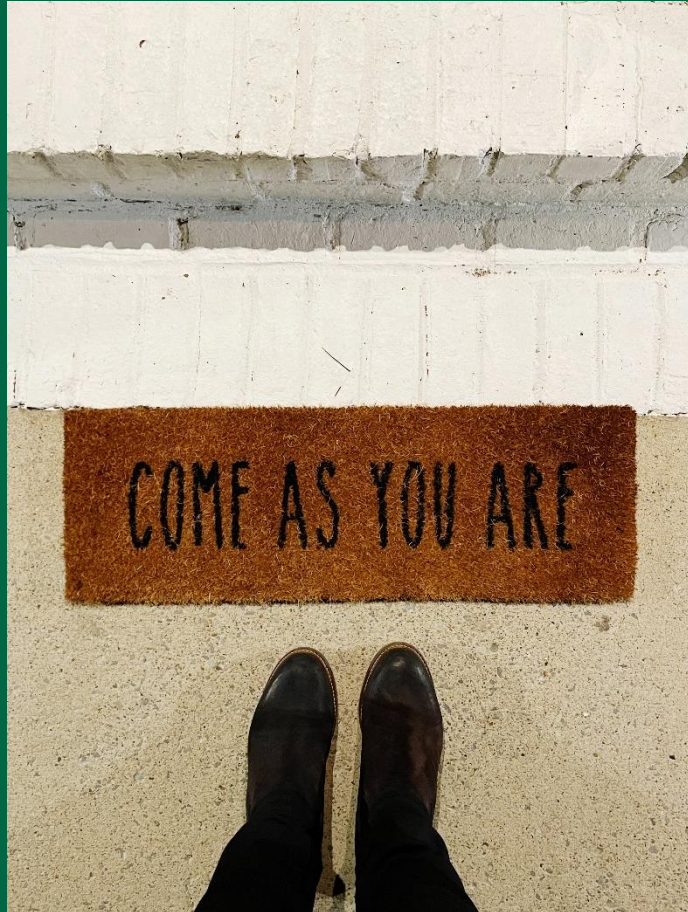
The Zoom webinar format was chosen to ensure participant confidentiality through the streaming and recording of the event. Participants do not have video or microphone capabilities for this event, but are encouraged to ask questions through the Q&A webinar feature.

# Definitions: Equity, Diversity, & Inclusion

Definitions from the American Library Association:

- **Equity** - takes difference into account to ensure a fair process and, ultimately, a fair outcome. Equity recognizes that some groups were (and are) disadvantaged in accessing educational and employment opportunities and are, therefore, underrepresented or marginalized in many organizations and institutions. Equity, therefore, means increasing diversity by ameliorating conditions of disadvantaged groups.
- **Diversity** - can be defined as the sum of the ways that people are both alike and different. When we recognize, value, and embrace diversity, we are recognizing, valuing, and embracing the uniqueness of each individual.
- **Inclusion** - means an environment in which all individuals are treated fairly and respectfully; are valued for their distinctive skills, experiences, and perspectives; have equal access to resources and opportunities; and can contribute fully to the organization's success.

# Strategic Initiative 2021-2022



Through an equity, diversity, and inclusion lens, begin to develop and implement a comprehensive plan to review NOLS' policies, practices, collections, programs, and resources.

# Basic Values

Basic Values

Core Services

Strategic Initiatives 2021-2022

- Power of knowledge, imagination, and exploration
- Free and equal access
- Intellectual freedom and privacy
- Literacy and learning
- Responsible stewardship
- Transparency and accountability
- Community service
- Partnerships to support community vitality
- Flexibility, nimbleness, and adaptability to social and technological change
- Equity, diversity, and inclusion

*Newly added  
Basic Value in  
2021-2022  
update*

# Consultant Hiring Process

## NOLS:

- Identifying goals and needs
  - Systems-based approach
  - Expertise in Diversity, Equity, and Inclusion
- Process – Selecting a Consultant

## Ascending Leadership:

- Initial Meetings
- Planning & Collaboration
- Accepting the role

# Ascending Leadership's Role

- In-depth review and analysis of NOLS policies and procedures
- Staff & Board survey deployment and analysis
- Community survey deployment and analysis
- Targeted employee & Board interviews
- Detailed recommendations and initial support





# Nurturing an Inclusive Library: Community Survey April 26 - May 17

- Objective & Goals
- Anonymous outlet to offer feedback
- Length of time: 15-20 minutes

<https://www.nols.org/community-survey>

- Honor community time:
  - Opt-in for a chance to win a \$25 Visa Gift Card
- Methods to access survey:
  - Survey available in: Spanish & English
  - Survey available in multiple formats:
    - Paper survey available during NOLS' curbside hours
    - iPad survey available during NOLS' in-library hours
    - Online via any device with an internet connection

# Next Steps

- Ascending Leadership's ongoing analysis and determining of recommendations
- Ascending Leadership's guiding report shared with NOLS in early June
- NOLS Board Meeting: Report and Presentation June 24
- Determining next steps and updating plan of action guided by Ascending Leadership's analysis, recommendations, and guiding report

# Questions & Answers

# Conclusion

If you have questions, ideas, or want to request additional information regarding NOLS' equity, diversity, and inclusion efforts:

- Fill out the community survey!  
[https://www.surveymonkey.com/r/NOLS\\_Community](https://www.surveymonkey.com/r/NOLS_Community)
- Visit: <https://www.nols.org/community-survey>
- Comment Form: [www.nols.org/customer-suggestions](http://www.nols.org/customer-suggestions)
- Email: [Director@nols.org](mailto:Director@nols.org)

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