

SPECIAL APPEAL PROPOSAL
BOISE UNITARIAN UNIVERSALIST FELLOWSHIP
Date of Auction: February 2021

SPONSORING BUUF COMMITTEE/MINISTRY: Racial Justice Ministry

GOAL: \$10,000

NAME OF PERSON RESPONSIBLE FOR MANAGING THE PROJECT TO COMPLETION:

Eileen Oldag (BUUF RJM) and Idaho Commission for Libraries staff

NAME OF PROPOSED SPECIAL APPEAL (NAME IT WILL HAVE IN AUCTION CATALOG):

Idaho Libraries Welcome All

DESCRIBE HOW THE MONEY WOULD BE USED (Example: purchase materials, pay labor fees):

In keeping with our Fellowship's commitment to the 8th Principle, the Racial Justice Ministry (RJM) proposes to robustly support work toward equity, diversity and inclusion (EDI)* in conjunction with the Idaho Commission for Libraries (Commission or ICfL) by establishing the *Idaho Libraries Welcome All* project at the ICfL.

*(For the purposes of this proposal, the ICfL aligns this project with the following EDI terms and concepts, as defined by the American Library Association:

- 'Equity' takes difference into account to ensure a fair process and, ultimately, a fair outcome.
- '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."

<http://www.ala.org/advocacy/intfreedom/librarybill/interpretations/EDI>)

Idaho Libraries Welcome All will provide targeted, curated training opportunities, free of charge, for Idaho librarians and library staff members aiming to expand their knowledge, interest, and investment in creating a welcoming library environment for all patrons —that is, a learning environment that is equitable, diverse, and inclusive for all patrons (this includes, but is not limited to, diverse experiences related to race, religion, ethnicity, culture, language, LGBTQ+, gender, and physical ability).

Funding from BUUF will be used to purchase access to webinars, hire a specific trainer, and/or purchase seats in professional development courses with content related to equity, diversity, and inclusion. These professional development opportunities will be offered to the staff of Idaho's libraries: public (104), school (over 700), academic (11), and numerous special libraries (i.e. tribal, medical). The number of library staff served by this project will depend on the amount of funds awarded. Some funding may be used to purchase related

professional development books to be given/housed/lent to Idaho libraries for staff use over the course of the grant period.

DESCRIBE HOW THE SPECIAL APPEAL WOULD SUPPORT THE MISSION OF YOUR GROUP OR BUUF:

The Racial Justice Ministry aims to advance racial justice through three avenues: personal change in individuals, congregational action, and community-level partnership/projects to advance equity. This appeal supports a project in partnership with the Idaho Commission for Libraries that takes the work RJM has done in our congregation out into the greater community, supporting those who also seek equity, diversity and inclusion for all. The ICfL is the ideal partner.

The mission of the Idaho Commission for Libraries is to “assist libraries to build the capacity to better serve their communities.”

The *Idaho Libraries Welcome All* project is based on experience the ICfL has in offering relevant professional development for Idaho librarians and library staff. Currently, the ICfL is working on several initiatives/projects within the equity, diversity, and inclusion field which assist libraries in this capacity. This project would be an extension of the following EDI, agency efforts:

- The [Welcoming Libraries Grant](#)
- The EDI component for the upcoming 2021 Make It at the Library training
- Serving the Underserved Committee work with the Idaho Commission for the Blind & Visually Impaired
- A State Personnel Development Grant from the Office of Special Education Programs to develop a professional development experience that would increase library staff knowledge of how to meet the needs of children with disabilities and support parent awareness.

As new staff join Idaho libraries, they seek training to best meet the specific needs of their youth and adult patrons including those who are marginalized, underserved, or unserved. Experienced staff are eager to stay informed of emerging community needs, particularly in the areas of equity, diversity and inclusion. Trainings, made possible through this project will assist library staff in reimagining and implementing programs and services that welcome youth and adults into their local libraries.

Funding from BUUF for the *Idaho Libraries Welcome All* project would broaden the EDI-related trainings available and increase the number of library staff who are trained in this content area. This translates into more individuals throughout Idaho accessing appropriate and impactful services in libraries.

IF SELECTED AND GOAL IS REACHED, WHAT IS THE PLAN FOR IMPLEMENTING THE PROJECT WITHIN THE NEXT 12 MONTHS?

In the first three months of the grant period, ICfL staff, primarily the Continuing Education Consultant, the Deputy State Librarian, and the Youth Services Project Coordinator, will identify appropriate training, trainers, and other professional development opportunities to purchase.

These trainings will be offered/implemented in the following six months of the grant period to a wide variety of Idaho library staff.

In the final three months of the grant period, staff training books may be purchased for participating libraries as funding allows, staff evaluations will be gathered, and a summary report will be composed.

AMOUNT COMMITTED FOR A HIGH OPENING BID (approximately 10 to 20% of goal):

We have two bid-pledges of \$1,000 each, so 20% of the goal is already pledged, and we are working on more...stay tuned.

IF YOUR PROJECT IS SELECTED FOR THE SPECIAL APPEAL, DO YOU HAVE A PERSON WHO CAN PROVIDE A BRIEF, INSPIRING MESSAGE DURING THE AUCTION PRIOR TO THE "AUCTIONING" OF THE SPECIAL APPEAL:

Yes! Someone will be available for an inspiring message.

IF THE SPECIAL APPEAL FALLS SHORT OF YOUR GOAL, WHAT IS YOUR GROUP'S PLAN FOR SUCCESSFULLY USING THE ACTUAL MONEY RAISED?

The quantity of trainings and purchased materials can be adjusted to the level of funds raised. However, to be impactful, we want to raise the full amount, and RJM is committed to generating excitement and support for *Idaho Libraries Welcome All* to the greatest extent possible.