









Building Community-Based Summers: Rethinking Your





Cathy Lancaster
Youth Services Coordinator
Library of Michigan
LancasterC5@Michigan.gov



"To serve a community we must listen and be transformed."

Today's Handouts: https://bit.ly/BCBS_MLA25



Agenda and Agreements

- Agreements
- Definitions
- Equity Principles
- Golden Circle
- Finding Your "Why" of summer services
- Root Cause Analysis
- Next steps...





What is BCBS?





Definitions

Equality

The term equality focuses on people having the exact same support and services.

Equality means that solutions are the same for every individual no matter their situation.



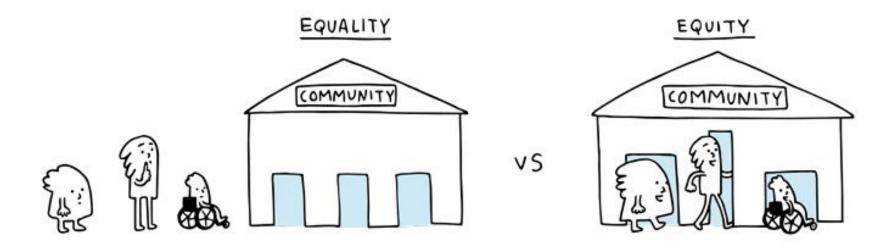
Definitions

Equity

Equity "is the fair treatment, access, and opportunity for advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. Improving equity involves increasing justice and fairness within the procedures and processes of institutions or systems, as well as in their distribution of resources." (Worcester State University, n.d.)



Equality vs Equity



Source: https://communitybasedsummers.org/



Definitions

Marginalized Experiences

Community members experiencing marginalization can bear the impacts of social, economic, educational, and/or political exclusion. Often these are a result of a combination of intersecting factors such as race, ethnicity, gender, sexual orientation, socioeconomic status, age, physical or mental disability, and religion.

These experiences are characterized by a lack of power and privilege, discrimination, and limited access to resources and opportunities. Those experiencing marginalization often face systemic barriers that impede full participation in society and can lead to disparities in health, education, employment, and overall quality of life.



Equity Principles

- Center Community
- Rethink Internal Systems
- Reflect Continuously
- Foster a Culture of Learning

Four Principles of Community-Based Summers

Responding to questions below helps you to build community-based equitable practices. The BCBS Principles form a clover, showing the interconnectedness between each principle. Addressing one principle often positively impacts the others.

CENTER COMMUNITY by asking: "How do we..."

marginalization?

Gather, analyze, and use input from community members experiencing

Align decisions with community strengths and challenges?

Identify and break down external community barriers that impact the design and implementation of community-

based equitable summer services? Avoid making assumptions

Ensure voices of those experiencing who can bein to connect with those experiencing

interactions to building ongoing relationships with community members experiencing marginalization?

and implementation of summer services?

by identifying datasets that minimize bias and identify inequities?

marginalization are heard and included in decisions? Identify community members

marginalization? Shift from one-time

Leverage community relationships in the design

Community Continuously

REFLECT CONTINUOUSLY by asking: "How do we..."

Ensure ongoing reflection. learning and iteration is valued and part of library culture?

services are addressing the Spend time reflecting on needs and strengths of those personal lived experiences experiencing marginalization? and how they impact work Talk with others about within the library and with communities experiencing what we are learning through marginalization? reflection?

Take time to reflect on summer Rethink summer service services and determine what traditions to better serve changes should be made and community members

Use what's learned

from reflection to create

Continuously ask if library

community-based and

equitable practices?

experiencing marginalization? Review, analyze, and

integrate data to ensure summer services and practices are communitybased and equitable?

RETHINK INTERNAL

SYSTEMS by asking: "How do we..."

Identify and break down internal barriers in summer service planning and design by including input from all staff levels and departments?

Recognize personal and institutional biases?

Ensure job descriptions and staffing models support community-based equitable practices and provide staff with opportunities to foster relationships outside of the building?

Design recruitment and hiring practices that focus on hiring community members experiencing marginalization?

summer services as a way to build community-based equitable practices, both in the library and in the community?

Rethink Internal Systems

Define the WHY for summer services to ensure it aligns with the needs and aspirations of community members experiencing marginalization?

Communicate the WHY for summer services to colleaguer leaders, decision-makers, community members, and vested partners?

achieving the WHY with those experiencing marginalization? Promote the idea of rethinking

Show commitment to

Foster a Culture of Learning

Reflect

FOSTER A CULTURE OF LEARNING by asking: "How do we..."

Learn about implement and sustain community-based equitable practices?

Investigate communitybased equitable practices in other settings to help make local improvements?

Help colleggues and partners understand the design and implementation of communitybased summer services?

Integrate flexibility as we build community-based equitable practices?

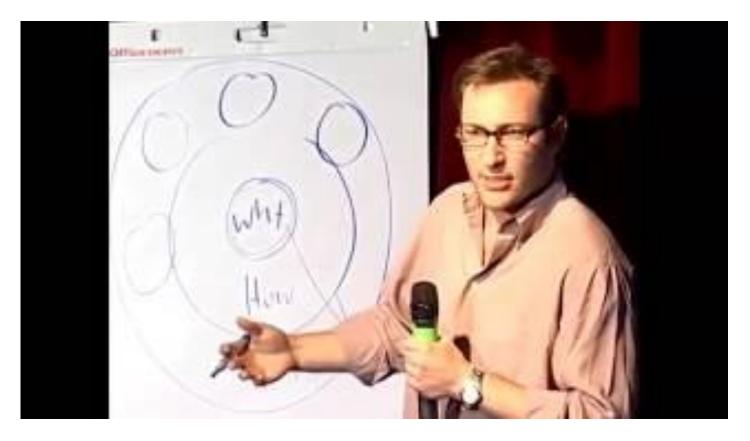
Take risks and try new things?

Build and support staffing that reflect diverse backgrounds and racialized identities?



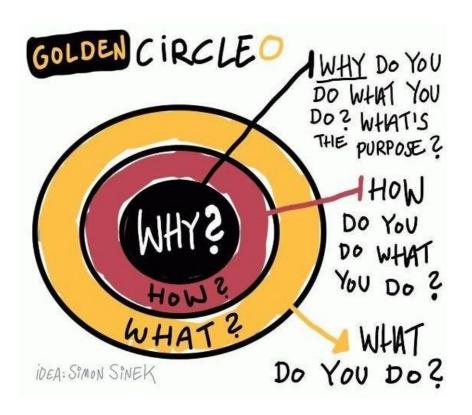


Sinek: Start with the





Golden Circle



- Without a clear "why," it's easy to focus on logistics.
- With a strong "why" priorities shift.



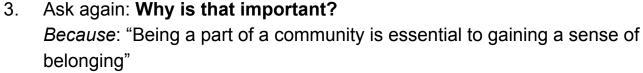
What's Your "Why" of Summer Services?



The Five "Whys" Tool

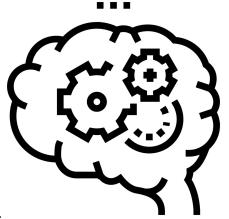
Write your initial Why:
 Example: "To bring people into the library"

Ask: Why is that important?
 Because: "Over the summer youth and families often need a place to go to be a part of a community"



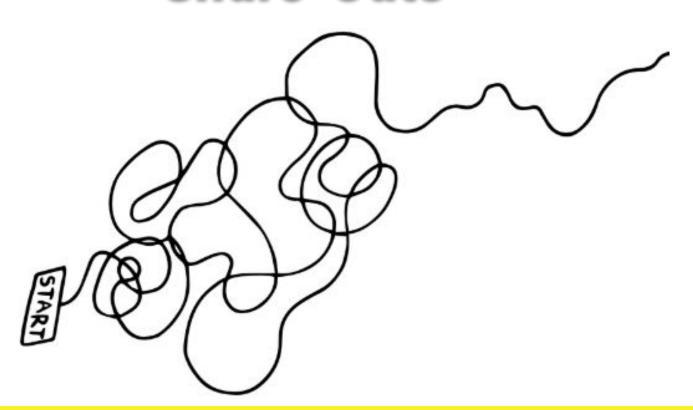
4. Ask again: **Why is that important?**Because: "A sense of belonging helps youth and adults build confidence"

5. Ask again: **Why is that important?**Because: "Confidence leads to a sense of agency and independence."





Share-Outs







Next Steps...

- Letting go of Traditions
- Connecting with Community
- Measuring Progress



Additional Resources

- Building Community-Based Summers
- BCBS has a home with the <u>Collaborative Summer Library Program</u>
- BCBS Workbook
- Getting Started with Building Community-Based Summers is available on <u>WebJunction</u>



Future cohorts!



Thank you!





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