



BCBS

BUILDING COMMUNITY BASED SUMMERS



Building Community-Based Summers: Rethinking Your "Why"



SCAN ME



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“To serve a community we must listen and be transformed.”

Today's Handouts: https://bit.ly/BCBS_MLASI26

Agenda for Today

- Agreements
- Definitions
- Equity Principles
- Golden Circle
- Finding Your “Why” of summer services & digging deeper!
- Next steps...



BCBS Agreements

- Bring wonder and curiosity with you
- Be willing to be brave and courageous
- Commit to fully showing up
- Lean into learning
- Support one another in being in the space together in order to bring each of our lived experiences to the conversation



What is BCBS?



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.

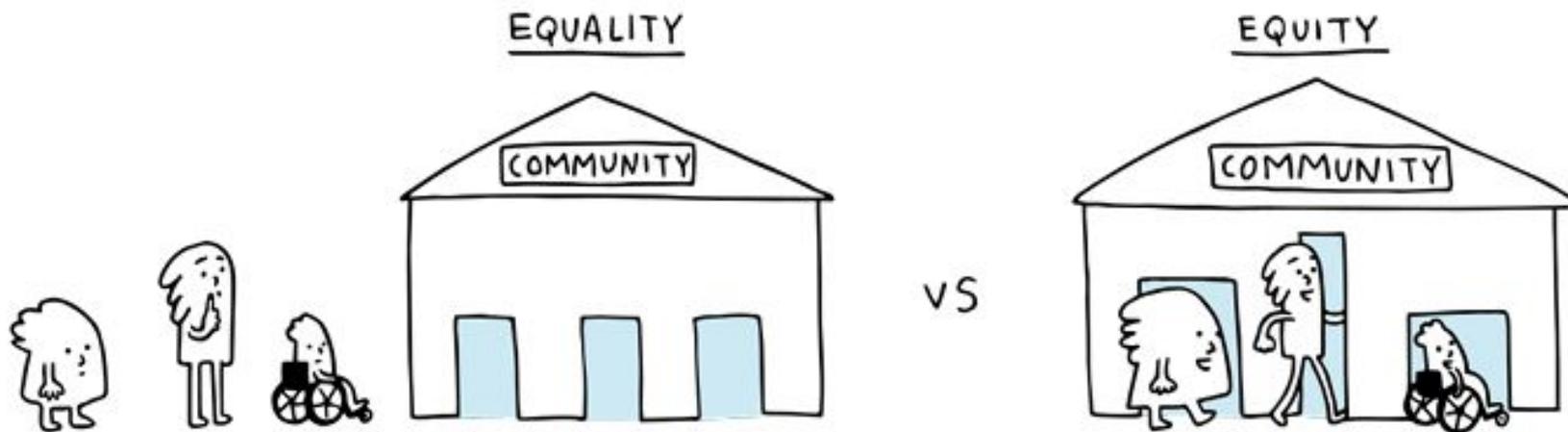
Equity

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/>



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.

BCBS Four 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..."

Gather, analyze, and use input from community members experiencing marginalization?

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 by identifying datasets that minimize bias and identify inequities?

Ensure voices of those experiencing marginalization are heard and included in decisions?

Identify community members who can help to connect with those experiencing marginalization?

Shift from one-time interactions to building ongoing relationships with community members experiencing marginalization?

Leverage community relationships in the design and implementation of summer services?

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

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

Spend time reflecting on personal lived experiences and how they impact work within the library and with communities experiencing marginalization?

Take time to reflect on summer services and determine what changes should be made and by whom?

Use what's learned from reflection to create community-based and equitable practices?

Continuously ask if library services are addressing the needs and strengths of those experiencing marginalization?

Talk with others about what we are learning through reflection?

Rethink summer service traditions to better serve community members experiencing marginalization?

Review, analyze, and integrate data to ensure summer services and practices are community-based and equitable?

Center Community

Reflect Continuously

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?

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 colleagues, leaders, decision-makers, community members, and vested partners?

Show commitment to achieving the WHY with those experiencing marginalization?

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

Foster a Culture of Learning

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

Learn about, implement, and sustain community-based equitable practices?

Investigate community-based equitable practices in other settings to help make local improvements?

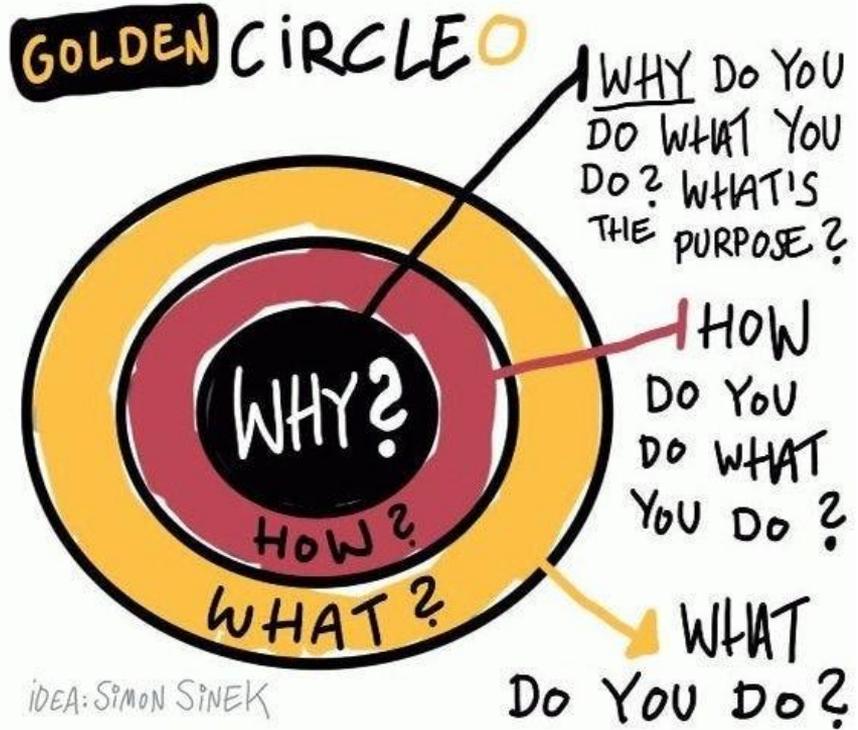
Help colleagues and partners understand the design and implementation of community-based summer services?

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?

Golden Circle



- Without a clear “why,” it’s easy to focus on logistics.
- With a strong “why” priorities shift.

Know your Why!



Know Your Why | Michael Jr.

Togetherness & Joy in the Library



Togetherness and Joy in the Library 😊 ✨

***What's Your
"Why"
of Summer
Services?***

bit.ly/MLA25BCBS





BUILDING COMMUNITY BASED SUMMERS

Orange	Green	Blue	Yellow
Green	Blue	Yellow	Orange
Blue	Yellow	Orange	Green



BUILDING COMMUNITY BASED SUMMERS

Orange	Green	Blue	Yellow
Green	Blue	Yellow	Orange
Blue	Yellow	Orange	Green



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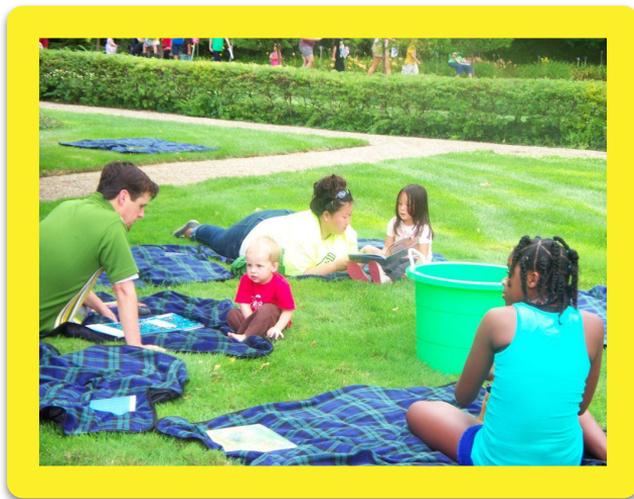


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**What is your initial
"why"?** For example:

**“To help youth and adults build
relationships with each other.”**



The Five “Whys” Activity

Write your initial Summer Why:

Example: “To overcome the summer slide.”

Ask: Why is that important?

“Because when learning doesn’t happen in the summer some youth start school in the fall behind their peers.”

But Why?

“Because school should be a place where youth don’t feel like they are behind.”

But Why?

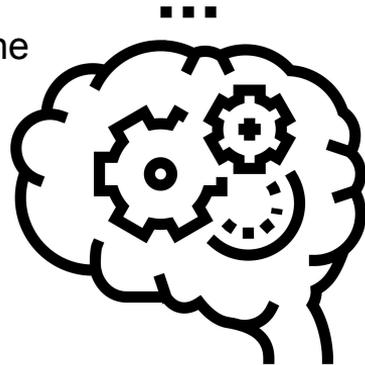
“Because when youth don’t feel like they are behind that are able to feel more confident.”

But Why?

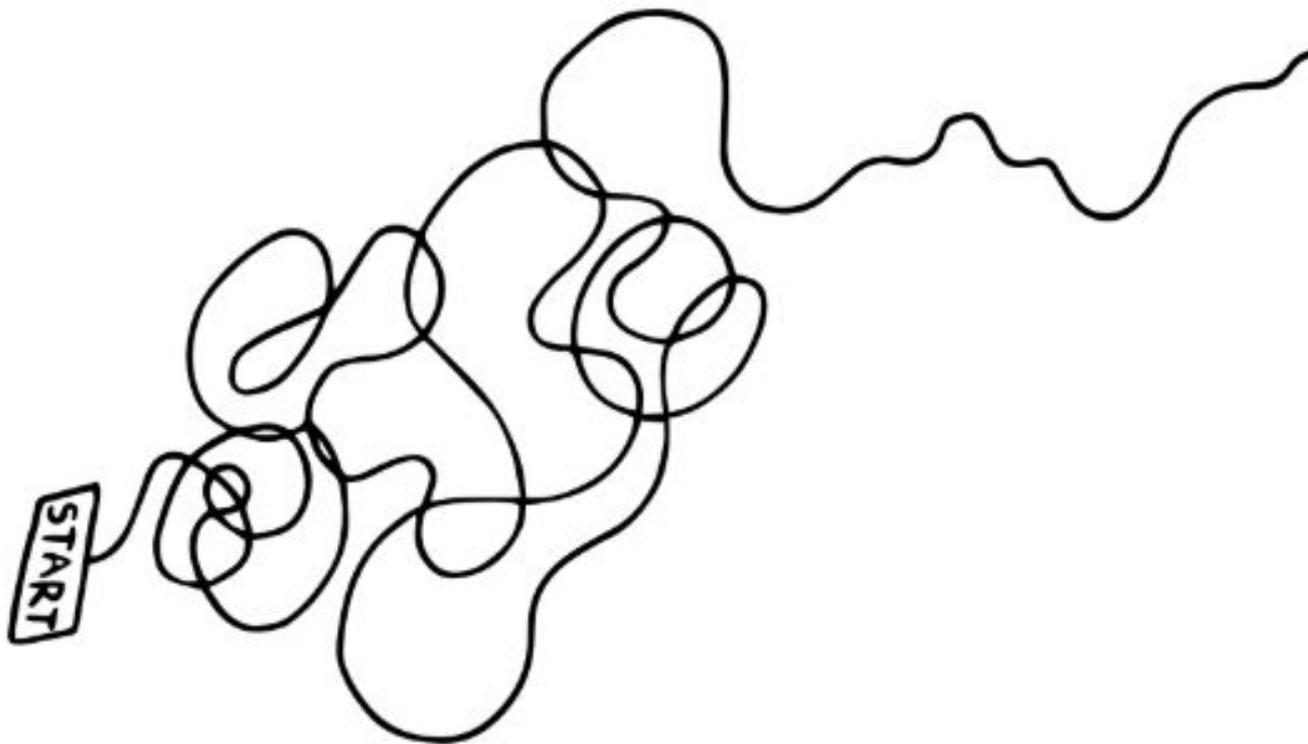
“Because when youth feel more confident they are more likely to be curious.”

But Why?

“Because curiosity helps young people to thrive.”



Share-Outs



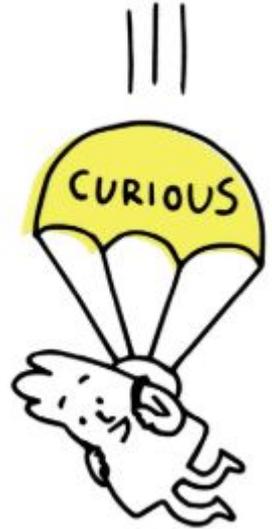


Next Steps...

- Take your “why” back to work and ask your colleagues what their “whys” are.
- Familiarize yourself with the [Four Principles](#) of BCBS.
- BCBS dives further into:
 - Letting Go of Traditions
 - Connecting with Community
 - Measuring Progress

Additional Resources

- [Building Community-Based Summers](#)
- BCBS has a home with the [Collaborative Summer Library Program](#) and a **new** [Community-Based Summers Guide!](#)
- [BCBS Workbook](#)
- *Getting Started with Building Community-Based Summers* is available on [WebJunction](#)
- Keep your eyes peeled for future cohorts! (CSLP 2026)



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