



## Director Deep Dives

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DESIGNED BY LIBRARY DIRECTORS  
FOR LIBRARY DIRECTORS

# OVERVIEW

Designed to meet the professional development needs of Michigan library directors, **Think Space**, will be presented as two separate 2-day events that feature an in-depth exploration of a single subject with informal networking activities. The four full days of activities spread over several months will be comprised of a single cohort group, thus helping to create a stronger and lasting connection between participants.

Think Space will showcase innovations in key areas of library management, leadership, and technology via compelling and cutting-edge sessions presented by well-respected experts.



# 2022 FOCUS

**Each year Think Space will focus on one specific issue of importance to Michigan library directors.**

**The focus for 2022 will be:**

## ***Advancing Yourself and Your Organization Through Equity and Inclusion***

- Hiring practices through the lens of DEI
- Moving the needle, wherever your starting point
- Difficult conversations with directors of color
- Racial equity-based approaches to workforce development & training
- Legal aspects that are important to consider when drafting DEI policies
- Social Justice in America today.
- Understanding your starting point in the journey towards equity

## **Educational Goals - what will participants take home?**

- Advance the cause of racial equity in Michigan libraries
- Provide a shared starting point for library directors from across the state
- Create more inclusive workplace cultures
- Strengthen the voice of BIPOC directors and employees





# 2022 TIMELINE

**December 9-10 2021**

First in-person meeting  
held in Grand Rapids

**February 24, 2022**

Zoom check-in facilitated  
by Lakeshore Ethnic  
Diversity Alliance

**May 18-19 2022**

Second in-person meeting  
held in Boyne City

**October 19, 2022**

Think Space breakfast  
at Annual Conference

# DECEMBER DEEP DIVE

## Session Descriptions - December 9 and 10, 2021

### **Introductory Session**

Participants are encouraged to introduce themselves and get to know their colleagues.

### **Implicit Bias and Inclusive Practice**

This two-part workshop is designed to promote critical thought and introspection while sustaining inviting spaces for conversation. Experts from the Lakeshore Ethnic Diversity Alliance will focus on helping participants develop an awareness of their own implicit biases and provide them with strategies on how to counteract those biases in all aspects of their lives.

### **Dialog by Design - Courageous Conversations in Safe Spaces**

Unleash the power of appreciative inquiry to create a culture of inclusion.

### **Leveraging Intergenerational Strengths**

Bringing the generations together, we invite connection in an open forum where the generations explore their differences, build empathy for each other and most importantly, identify what they need from each other for our libraries to succeed. We'll guide leaders to build strategies that allow each generation to teach the other.

### **Panel: Cultivating Equity and Inclusion in Library Leadership Roles**

Hear from multiple library leaders about their experiences and how to cultivate the next generation of leaders.



# MAY DEEP DIVE

## Session Descriptions - May 18 and 19, 2022

### **Diversity As Strategy**

This workshop is designed to take the mystery out of implementing a sustainable diversity and inclusion strategy and help develop a systematic approach to diversity and inclusion that drives buy-in, sustainability and metrics for success.

### **Reshaping Your Workforce so it Reflects the Diversity of Your Community**

Denver Public Library (DPL) recently received an IMLS grant to conduct a comprehensive assessment project using an equity framework to better understand effective strategies to reshape its workforce so it reflects the diversity of the community. This session will feature a preliminary summary of findings.

### **Biases in Artificial Intelligence**

Learn how human biases are amplified by AI and the impacts of these amplifications on disadvantaged communities.

### **Panel: Recruiting and Retaining BIPOC Staff and Librarians**

Hear from multiple library leaders on how to create inclusive and supportive workplace cultures and help create pathways for marginalized staff members to advance.

### **Navigating Culture Change**

How to deal with the discomfort of change culture, conflict & difficult situations.

### **Think Space Reflection**

Group discussion reflecting on key takeaways from Think Space.





# BRIDGING THE DIVIDE

## **February 2022 Check-In**

The Lakeshore Ethnic Diversity alliance will facilitate an optional Think Space check-in between the December and May meetings.

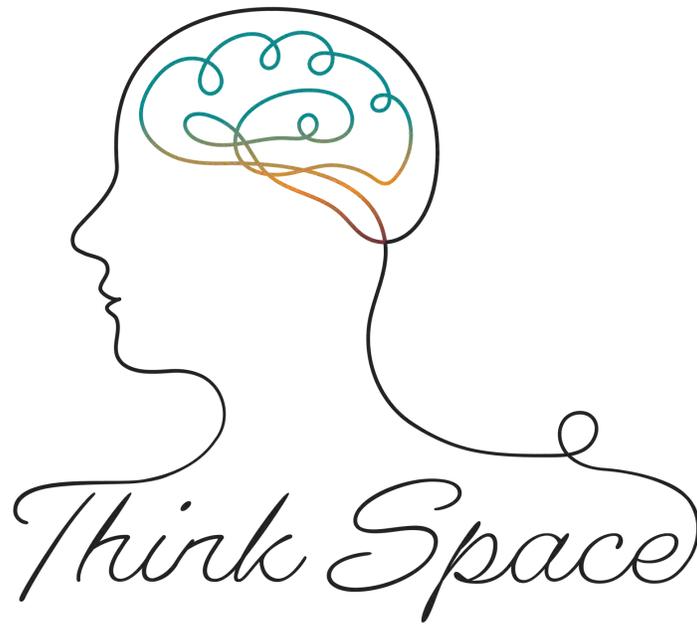
This session will provide participants with opportunities to ask questions, express concerns, share ways they have encountered bias and worked to counter it. This check-in will provide those in attendance with the chance to collaborate on strategies they could implement to become a more inclusive organization.

## **MLA 2022 Annual Conference**

Although there are no formal sessions scheduled for Think Space at the MLA Annual Conference, it is important to continue to support the ongoing development of library directors in a safe space. Think Space participants who attend the Annual Conference will be invited to a breakfast buffet and networking session. Participants will be encouraged to share how Think Space has changed their leadership style or the policies of their library.

The breakfast will occur on the the first conference day before the opening keynote speaker. The 2022 conference is scheduled for October 19-21, 2022 at the Blue Water Convention Center in Port Huron, Michigan.





**2021 - 2022**  
**THINK SPACE PLANNING WORK GROUP**

**CHAIR, KELLY RICHARDS**, MUSKEGON AREA DISTRICT LIBRARY

**CAROL DAWE**, LAKELAND LIBRARY COOPERATIVE

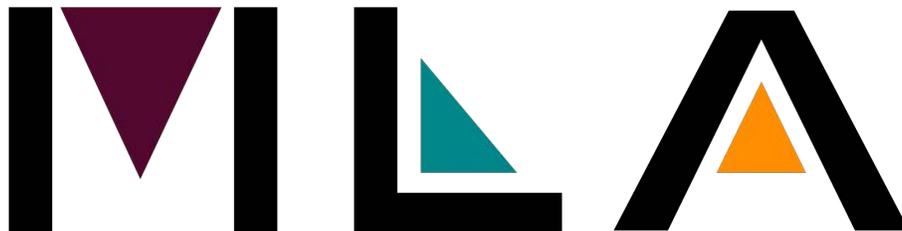
**LARRY NEAL**, CLINTON-MACOMB DISTRICT LIBRARY

**LANCE WERNER**, KENT DISTRICT LIBRARY

**HEATHER WOOD-GRAMZA**, HOWARD MILLER LIBRARY

**DEBORAH E. MIKULA**, MICHIGAN LIBRARY ASSOCIATION

**AMBER SHEERIN**, MICHIGAN LIBRARY ASSOCIATION



**MICHIGAN LIBRARY ASSOCIATION**