

Name: mcp-263-nomcon-2022-community-led-session-problems-of-practice-roundtable-librar

Title: Community Led Session: Problems of Practice Roundtable Library Makerspaces & Social Justice

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Community Led Session: Problems of Practice Roundtable Library Makerspaces & Social Justice NOMCON 2022

Session Date/Time: 2022-06-15 12:00:00

Speaker Names: Pamela Van Halsema

Session Producer:

Chat Moderator:

Documentarian:

Share the link to this doc with all participants -- this is a living doc and is intended to be used by the working group in the months and years after today's session.

Attendees (Name/Affiliation):

- Sarah Nagle, Miami University, pricesb@miamioh.edu
 - Cara Kouse, Greene County Public Library, ckouse@gcpl.lib.oh.us
 - Kit Lorelied, Tualatin Public Library, klorelied@tualatin.gov
 - Lisa Regalla, Regallium Consulting, Lisa@RegalliumConsulting.com
 - Jessica Fleener, Making, Innovating, and Learning Laboratory, University of Idaho, jkfleener@uidaho.edu
 - Nate Bezanson, i3Detroit, Ferndale, MI nbezanson@i3detroit.org
 - Gary Ransford, San Mateo County Libraries, ransford@smcl.org
 - Renee Neumeier, Evanston Public Library, rneumeier@cityofevanston.org
 - Elacsha Madison (she/her), Evanston Public Library, emadison@cityofevanston.org
 - Pamela Van Halsema, Makers in the Library/P Van Halsema Consulting, pamela@vanhalsema.com
 - Steve Traugott, Maker Community Practices (MCP) editor, stevegt@t7a.org
 - Sasha Neri, nerisash@chipublib.org, Chicago Public Library
 - Donaldo Almazan, donaldo@makered.org, Maker Ed
 - Lex Rose, alexarose@citizenschools.org, Americorps Maker Fellow Vista Leader serving at Citizen Schools (working on our [online library of resources](#))
 - Eileen Callejas, Helpertunity (intermediary/inclusion outreach charity) eileen@helpertunity.org, Apopka FL
 - Abby Fetzner, Blasco Memorial Library, Erie, PA azielinski@eriecountypa.gov
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Talking Points:

- How can library makerspaces promote diversity, equity and inclusion in their makerspace program?
 - Sarah Nagle - In academic library makerspace
 - wrote inclusivity into values
 - had an intentional hiring of student workers through targeted outreach (Louise Stokes alliance for minority participation & Center for Student Diversity and Inclusion & LatinX student org on campus) - Had open hours for 1 week to just come in and informally chat about the position (versus a formal application/interview) - did not require any maker background expertise
 - being as broad as possible with the definition of making, validate all types of making
 - Jessica Fleener
 - reached out to Black Student Union
 - Ran special programming for HS students from Native American and Migrant workers centers who were bused in to visit from outside areas. Made it known that their are job opportunities in the library too.
 - Did these efforts make a difference?
 - Jessica responded that she feels the university library has been pretty open for quite some time
 - Sarah has seen a difference in the # and diversity of students using the space (The Univ is not very diverse).
 - **We are working with the middle school and high school affinity groups to reach different BIPOC communities. We also don't charge for the majority of our supplies and do not require a library card.**
 - **Sounds like a common theme is intentionality and constantly reaching out into your community in a targeted way to reach folks.**
 - **We started working with our local ESL group to have private classes for there students. This way they can come with the instructor they are familiar with and learn how to use the machines in our space.**
- What are the barriers to promoting access and justice?
 - Lack of transportation and no access to data too. Providing hotspots to give internet access. Constantly trying to make equitable access piece. Making sure that local schools have access to level the playing field for everyone. Saw an uptick of access in sound room b/c of recording requirements for school work
 - **Because of the pandemic we are now losing all of the funding for free summer lunches for kids. It is hard to get people into the library let alone the Makerspace when they are hungry. I've noticed more folx turning to our online library <https://makersandmentors.org/resources>**
 - Federal funding ran out for this. Cara's library trying to work with local orgs to help replace this and make sure that food still gets out. 2 of 7 locations are able to still serve food because they qualify but they are trying to fill the need at the other 5 locations.
 - EPL did a ton of kits (not associated with food). Also did city-wide STEM challenge. They provide ALL supplies. Don't assume people have tape, scissors, etc. at home. Also provide tutorials online that people can refer back to later.
 - **I worked on a project with homeless shelters and food banks to include a science of food box that gave extra food to food insecure folx and teach about STEM. You may consider working with food banks in your community!**
 - At University, there is a food pantry for students and faculty if needed. They also have cupboards where they can pick up soup, pasta, etc. almost half of students are having some sort of food insecurity. Might try partnering to include kits

- What would a just and inclusive library makerspace look like?
 - Renee Neumeier & Elasca
 - Both entry level positions and upper management should be reflective of the community
 - Looked at job postings and where we post them
 - Tuition reimbursement for all staff and encourage staff of color to use it - “Grow your own position” - how can we help you continue on your journey - also PD for white staff so they understand white privilege and the role they should play
 - Once you have BIPOC staff, then have them mentor other BIPOC staff - created affinity groups - encouraging others to continue along their PD journey
 - Eileen - Do public libraries have a “leg up” over community makerspaces that are membership only? Because paying dues isn’t an automatic entry into being included.
 - Renee - Need to think about values and how you invite people in and make them feel welcome - very challenging and not going to happen overnight
 - Eileen - mentors working with mentees
 - Opportunity hoarding has been seen at Evanston Public Library - try to be intentional about programs, release slots at certain times of the day to accommodate family schedules & hold a set of slots for certain community centers & working with schools - try to meet people where they are
 - Nathaniel - Use to have member and non-member tix; partially a drive for membership, but it had an impact on diversity as well
- Are the solutions different depending on the community or type of library?
 -
- What are the common problems of practice? And the possible solutions?
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- What are we trying to achieve?
 - Jessica - Working with lots of different student groups and it inspired her to find ways to show off skills students have in their space
 - We should listen to the community and provide the tools and instructions on making that resonates for them. Held targeted programs that focus on various diversity topics (e.g. MakeHERspace during Women’s History month)
 - In Evanston, they did a community listening session to hear what they want for programs. For teens, they wanted to do more “green programming” They started a hydroponic garden. They also wanted more hands-on programs that relate to their lives (e.g. the science of hair, making nail polish) Work with Digital Divas program too. Using a Planning Guide so programs will do no harm and help involve the community in planning the programming too
<https://docs.google.com/document/d/1VXBkhf2iUuYnLgz6kwdAdaUAyLuqyuMX46di7qDvsKE/edit?usp=sharing>
 - Creating training documents that reflect the languages represented in your community is important.
 - That's fantastic our Maker Fellows made zines this year!
https://docs.google.com/document/d/1xkKS2m_Gz1oFKtPs9lwXe39U23tfU_O7ki0eWWZ9-no/edit
-
- All - I recommend looking into the Equity in the Making Lab at UNC. Also Dr. Maggie Melo, director of the lab, has published extensively on equity in making.
- <https://eitm.unc.edu/resources/>
- Jessica asked: How do people encourage those that are “down on themselves” and lack confidence in their skills and abilities?

- When people are hesitant with electronics, “did you find a creative new way to smoke a component? That’s cool” helps to break down the barriers to try new things and find out why it happened
- Create a “Wall of Failures” - potentially do program around failure or making the worst of something
- Showing that failure is an opportunity for growth - Being ok asking people for help - model asking for help to show that it’s ok
- Pressure to “be perfect” and economic pressure - Recognizing that the ability to fail is a privilege. If you fail creatively enough to end up on the “Wall of failure” your component is replaced for free.
- Perhaps come up with a different name for a wall - A lot of kids are brought up in a culture that there is NOT an option to fail. It can be a trigger word for many
- our Fellows have a shelf of misprints/failures
- Being able to tie in creativity to practicality seems to help with adults.
- Also just checking in with folks regularly and having supportive one-on-one interactions that make them feel comfortable. I try to teach our student workers to do this as well.
- I feel like Practice is a fundamental part of athletics, maybe it's a Practice Session, or something along those lines. I love introducing chip board to folks with the laser cutter so we can talk about getting something "just right"
-
- Scarcity and waste
 - Being mindful of using food in a program, like vegetable painting
 - Choosing projects wisely with the community group in mind
 - Pam gave an example of a sewing project where they were making a pillow for a children' hospital - so there was a meaning behind why
 - We've taught sewing by creating gloves and scarves to donate to shelters.
 - Same Kit! When I was at a public library, I ran a program called "Make a Difference" where we made thing to donate to the community.

Beyond today:

If there is a project or idea that will come out of this session, what organizations/individuals will partner to take the project forward? (Names/Organizations/Contacts -- have them fill in here.)

What items are necessary to move forward?(ex. funding, research, additional partners, expertise, etc.)

What are the pain points or challenges in getting to the next step?

What role do you see for NoM in this project? How can NoM help? (ex. Running the project/working groups, helping to identify funding partners)

Action Items (+ name and contact info for person who is taking action for each item):

- 1.
- 2.
- 3.

CHAT MODERATOR NOTES

- Copy or write questions below as they arrive, either live or in chat box.
- Use ~~striketrough text~~ after they are answered.
- For multiple panelists, if a speaker's name is noted in question, be sure to include that.

Questions asked by Attendees, either live or in chat box:

- Q:
 - A:
- Q:
 - A:
- Q:
 - A:

Before the session wraps up, be sure to copy all of the chat and paste in this doc as backup. It can be used to backfill any missing information.

Chat Log (paste below just before session end):

Sarah Nagle (she/her) to nearby

Notes for this session:

https://docs.google.com/document/d/1lenPU8ITTFyLSba6k_CYOiqvth2Fp4plspaBKTilpvg/edit

12:05 PM

Renee Neumeier to everyone

Yay!!! you made it

https://docs.google.com/document/d/1lenPU8ITTFyLSba6k_CYOiqvth2Fp4plspaBKTilpvg/edit

12:06 PM

Abby F. to nearby

Hi I'm Abby and Educator in a Makerspace in Erie PA!

Public

12:09 PM

Renee Neumeier to everyone

Can you speak to which groups you reached out to and what your messaging was to those groups?

12:14 PM

Sarah Nagle (she/her) to nearby

Oh - we also worked with Global Initiatives at Miami, which has specific programming for international students.

12:15 PM

Renee Neumeier to everyone

Have you all changed you job postings to be more welcoming and inclusive?

12:17 PM

Jessica Fleener to nearby

I know our wording is very broad.

12:17 PM

Sarah Nagle (she/her) to nearby

Renee I'll get the posting to share with you if you'd like

12:17 PM

Renee Neumeier to everyone

that would be great thanks

12:20 PM

Lex Rose- Citizen Schools to nearby

Hello! Sorry for coming in late I had a meeting. I am working on a library of resources as part of my service/am a former library employee and am excited to be here: <https://makersandmentors.org/resources>

12:22 PM

Pamela Van Halsema to nearby

Welcome Lex!

12:22 PM

Lex Rose- Citizen Schools to nearby

Thank you 🥰

12:23 PM

Abby F. to everyone

Sorry, my mic doesn't seem to be working. We started working with our local ESL group to have private classes for there students. This way they can come with the instructor they are familiar with and learn how to use the machines in our space.

12:24 PM

Pamela Van Halsema to nearby

cool! so that special attention requires staff time and that is awesome that you make it available

12:24 PM

Nathaniel Bezanson to nearby

Abby, does that mean the ESL instructor is also the machine instructor, two skill sets have to reside in one head? Or are there pairs of instructors?

12:25 PM

Sarah Nagle (she/her) to nearby

All - I recommend looking into the Equity in the Making Lab at UNC. Also Dr. Maggie Melo, director of the lab, has published extensively on equity in making.

<https://eitm.unc.edu/resources/>

12:26 PM

Kit Lorelied (they/them) to nearby

We are working with the middle school and high school affinity groups to reach different BIPOC communities. We also don't charge for the majority of our supplies and do not require a library card.

12:26 PM

Sarah Nagle (she/her) to nearby

Sounds like a common theme is intentionality and constantly reaching out into your community in a targeted way to reach folks.

12:26 PM

Abby F. to everyone

To answer Nathaniel No, there are pairs. Myself as the machine instructor and the ESL instructor helping translate and assist with small class tasks.

12:28 PM

Kit Lorelied (they/them) to nearby

One of our local leaders was trying to get a grant to get money to hire BIPOC presenters for various programs.

12:32 PM

Sarah Nagle (she/her) to nearby

My sound has cut out.

12:32 PM

Lex Rose- Citizen Schools to nearby

That's fantastic our Maker Fellows made zines this year!

https://docs.google.com/document/d/1xkKS2m_Gz1oFKtPs9lwXe39U23tfU_O7ki0eWWZ9-no/edit

would love to hear more about your zine program!

12:32 PM

Sarah Nagle (she/her) to nearby

That's awesome Lex!

12:33 PM

Lex Rose- Citizen Schools to nearby

alexarose@citizenschools.org

12:33 PM

Kit Lorelied (they/them) to nearby

Creating training documents that reflect the languages represent in your community is important.

12:33 PM

Sarah Nagle (she/her) to nearby

I will definitely reach out, Lex!

12:33 PM

Lex Rose- Citizen Schools to nearby

Thank you 🥰

12:34 PM

Chad Elish to nearby

Love this Elacsha!

12:34 PM

Jessica Fleener to nearby

These sounds so awesome!

12:34 PM

Renee Neumeier to everyone

https://docs.google.com/document/d/170NMSzW4XfAWhEhk7J0MPsw8hrqp_jm3BwXETxeE1b8/copy?usp=sharing&urp=gmail_link

if that doesn't work let me know

12:35 PM

Lex Rose- Citizen Schools to nearby

i got denied access :(

12:35 PM

Jessica Fleener to nearby

Had to request access

12:36 PM

Renee Neumeier to everyone

<https://docs.google.com/document/d/1VXBkhf2iUuYnLgz6kwdAdaUAyLuqyuMX46di7qDvsKE/edit?usp=sharing>

12:36 PM

Jessica Fleener to nearby

Thank you!

12:37 PM

Kit Lorelied (they/them) to nearby

Because of the pandemic we are now losing all of the funding for free summer lunches for kids. It is hard to get people into the library let alone the Makerspace when they are hungry.

12:37 PM

Renee Neumeier to everyone

need for hot spots and internet access

12:38 PM

Lex Rose- Citizen Schools to nearby

I've noticed more folx turning to our online library <https://makersandmentors.org/resources>

Also fellows have noticed more folx going towards youtube collections

12:38 PM

Kit Lorelied (they/them) to nearby

Yes, that

12:39 PM

Sarah Nagle (she/her) to nearby

Such a good point, Kit. Making isn't a priority if your basic needs aren't met first.

12:40 PM

Kit Lorelied (they/them) to nearby

We are a small suburb with only one branch. 1 in 4 of our kids are food insecure in our community.

12:41 PM

Gary Ransford to everyone

We do have lunches in our underserved communities, including East Palo Alto and Half Moon Bay.

We also serve lunches at our summer enrichment camp sites.

12:42 PM

Kit Lorelied (they/them) to nearby

That is definitely how we reached some of our Spanish speaking community.

12:43 PM

Lex Rose- Citizen Schools to nearby

I worked on a project with homeless shelters and food banks to include a science of food box that gave extra food to food insecure folx and teach about STEM. You may consider working with food banks in your community!

12:43 PM

Pamela Van Halsema to nearby

great idea Lex

12:44 PM

Gary Ransford to everyone

We have Second Harvest Food Bank in the Bay Area. They are great and they have been instrumental in helping us provide snacks at our summer enrichment camp sites. Unfortunately, they have not been taking food donations during COVID.

12:46 PM

Jessica Fleener to nearby

Sarah you cut out

12:46 PM

Lex Rose- Citizen Schools to nearby

our Fellows have a shelf of misprints/failures

12:47 PM

Kit Lorelied (they/them) to nearby

Being able to tie in creativity to practicality seems to help with adults.

12:47 PM

Pamela Van Halsema to nearby

please sign in on the notes doc if you havent

https://docs.google.com/document/d/1lenPU8ITTFyLSba6k_CYOiqvth2Fp4plspaBKTilpvg/edit

12:48 PM

Sarah Nagle (she/her) to nearby

Also just checking in with folks regularly and having supportive one-on-one interactions that make them feel comfortable. I try to teach our student workers to do this as well.

12:49 PM

Cara Kouse to Sarah Nagle (she/her)

Are you seeing connection issues? Or is it me?

12:50 PM

Sarah Nagle (she/her) to Cara Kouse

Yes! People are showing as "connecting" pretty frequently.

I will mention it in the planning slack channel.

12:51 PM

Sasha Neri to nearby

I feel like Practice is a fundamental part of athletics, maybe it's a Practice Session, or something along those lines. I love introducing chip board to folks with the laser cutter so we can talk about getting something "just right"

12:53 PM

Kit Lorelied (they/them) to nearby

I read a great study that shows that most kids will score as a genius on a test of creativity but by the time they are adults only 2% will. Because of that, projects should start off with only a small amount of choice and then grow those choices until the muscle of creativity gets built.

12:54 PM

Lex Rose- Citizen Schools to nearby

we use that statistic in our orientation lol!

12:54 PM

Kit Lorelied (they/them) to nearby

lol

12:54 PM

Elacsha EPL (she/her) to everyone

When I make tutorials I keep my bloopers!

12:55 PM

Lex Rose- Citizen Schools to nearby

ooh i want to see!

12:56 PM

Kit Lorelied (they/them) to nearby

We've taught sewing by creating gloves and scarves to donate to shelters.

12:56 PM

Sarah Nagle (she/her) to everyone

Same Kit! When I was at a public library, I ran a program called "Make a Difference" where we made thing to donate to the community.

12:57 PM

Elacsha EPL (she/her) to everyone

I love the name Sarah!

12:58 PM

Sarah Nagle (she/her) to everyone

:)

12:58 PM

Kit Lorelied (they/them) to nearby

3d printing holders for face shields for the local hospitals is also something we did.

1:00 PM

Elacsha EPL (she/her) to everyone

Now was this a picture of us or our avatar people lol this is my first time hahaha

1:01 PM

Lex Rose- Citizen Schools to nearby

here is our library too: <https://makersandmentors.org/resources>

1:01 PM

Jessica Fleener to nearby

Sarah can I get an add too

1:02 PM

Sarah Nagle (she/her) to everyone

Yep!