WHOLE-PERSON LIBRARIANSHIP: SOCIAL SERVICES IN PUBLIC LIBRARIES

Presented By: Ashley Stewart, MSW Library Director | Caseyville Public Library District



HELLO!

Name: Ashley Stewart, MSW

CPLD Library Director

PLA Social Work Task Force

Township Trustee
Midwest PBIS Coach

Caseyville Public Library District

Service Population: 4,772

FY22 Budget: \$209,000

Library Staff: 2 F/T, 2 P/T, 1 Co-Op

Size of Library: 3,000 sq.ft.

AREAS OF FOCUS

- Libraries are Anchoring Institutions
- Library Staff as Healers
- Trauma Informed Approach
 - Staff, Policies, Space, Services
- Community Needs Assessments
- Materials, Programs, & Partnerships
- The Future of Library Social Workers
- References & Resources

- Q&A

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LIBRARIES ARE ANCHORING INSTITUTIONS

What is an "anchor institution"?

"Anchor Institutions are place-based, mission-driven entities such as hospitals, universities, and government agencies that leverage their economic power alongside their human and intellectual resources to improve the long-term health and social welfare of their communities."

- University of California San Francisco, Anchor Institution Initiative

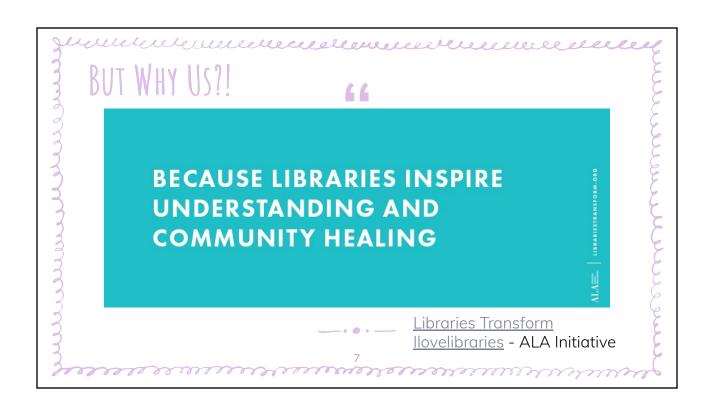
LIBRARIES ARE ANCHORING INSTITUTIONS

"Local governments around the world are exploring different strategies to become smarter: more efficient, sustainable, and highly interconnected. However, many actors outside government need to be involved too. For instance, public libraries have the potential to play a very important role in the development of smart and connected communities, due to their strong legitimacy in the eyes of citizens and the types of services and programs they are already providing, which in many cases go well beyond what could be considered traditional library services."

- <u>Public Libraries as Anchor Institutions in Smart Communities:</u>
<u>Current Practices and Future Development, 2019</u>

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"Community wellbeing is a combination of social, economic, environmental, cultural, and political conditions identified by individuals and their communities as essential for them to flourish and fulfill their potential." [Community wellbeing in an unwell world: trends, challenges, and possibilities, Wiseman and Brasher, 2008: 358]



The concept of libraries has being a healing space and librarians being healers has existed since the First Century A.D.





Images obtained from a blog post by Mary Mahoney, doctoral candidate in the Department of History at the University of Connecticut.

Considered to be the oldest known library motto in the world, $\psi \bar{\nu} \chi \bar{\eta} \zeta$ iatperov on, is translated: "the house of healing for the soul".

First Century A.D. - Galen, a philosopher and physician, maintained a medical library

1272 - The Koran was prescribed reading at a hospital in Cairo as medical treatment

1800's - "Reading was one of the most important methods of psychotherapy second only to outdoor exercise in its curative powers" (Malin, E. (1971), "Toward a Role for Libraries in Bibliotherapy")

1900's - Literature being used in hospitals and psychiatric institutions

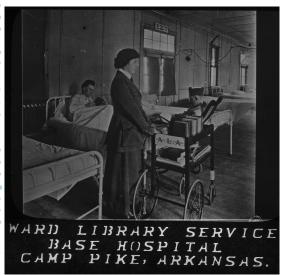
1914-1918 - "During World War I, the Library War Service stationed librarians in military hospitals, where they dispensed books to patients and developed the emerging 'science' of bibliotherapy with hospital physicians." (Mahoney, Mary M. (2017). "From Library War Service to Science: Bibliotherapy in World War I")

• 1916 - the term Bibliotherapy was created

1920's - Hospital Libraries were established

1930 - the topic of Bibliotherapy was discussed at a Public Health Conference

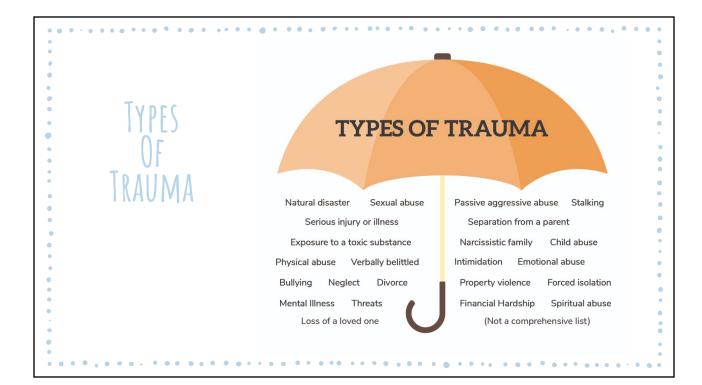
1966 - "Association of Hospital and Institution Libraries, a division of the American Library Association, issued a working definition of bibliotherapy in recognition of its growing influence. (American Library Association (n.d.) (17 December 2012). "Bibliotherapy")

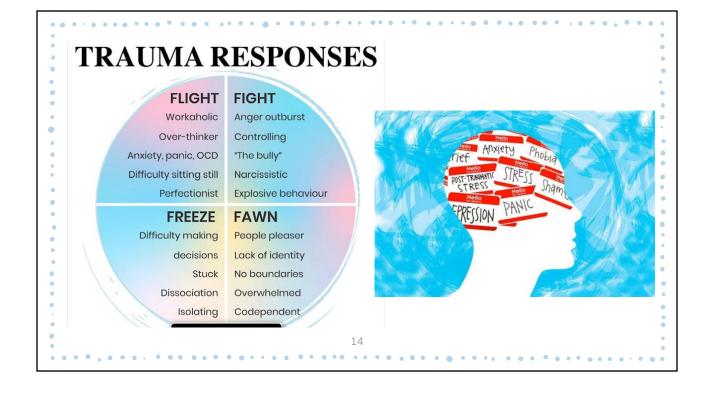




Images obtained from a blog post by Mary Mahoney, doctoral candidate in the Department of History at the University of Connecticut.

TRAUMA INFORMED APPROACH





TRAUMA-INFORMED CARE

Library workers are affected by trauma, either directly or indirectly such as: health pandemics, natural disasters, terrorist events, political tenstions, rioting and protesting, etc. Many times we help our patrons when they've been recently traumatized or victimized.

Likewise, primary traumas can and will occur in library workers' personal lives. We have to be mindful of patrons and staff members bringing those experiences into the organization. "Having the emotional wherewithal and the professional and personal resilience to serve our patrons requires consistent & organized plans for self-care." (Tolley, R. (2020) A Trauma-Informed Approach to Library Services, ALA Editions)

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3, 5, & 5 OF TRAUMA-INFORMED CARE

3 PILLARS
5 SENSES

Safety, Connection, Emotional Management

Sight, Smell, Touch, Sound, Taste

5 GUIDING PRINCIPLES OF SAFETY

- Physical Safety
 - Psychological Safety of Patrons
- Psychological Safety of Library Workers
- Social Safety
- Moral Safety

The Spoon Theory Metaphor

Each spoon represents the physical | mental energy it takes to complete a task.

This is a self-pacing strategy to understand your limitations and creating realistic expectations for yourself.

The Spoon Theory



The Spoon Theory is a creative way to explain to healthy friends and family what it's like living with a chronic illness. Dysautonomia patients often have limited energy, represented by spoons. Doing too much in one day can leave you short on spoons the next day.

If you only had 12 spoons per day, how would you use them? Take away 1 spoon if you didn't sleep well last night, forgot to take your meds, or skipped a meal. Take away 4 spoons if you have a cold.



get dressed

take pills

watch TV











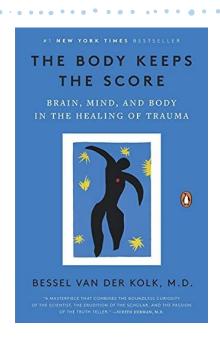
go to work/school

make plans & socialize go shopping



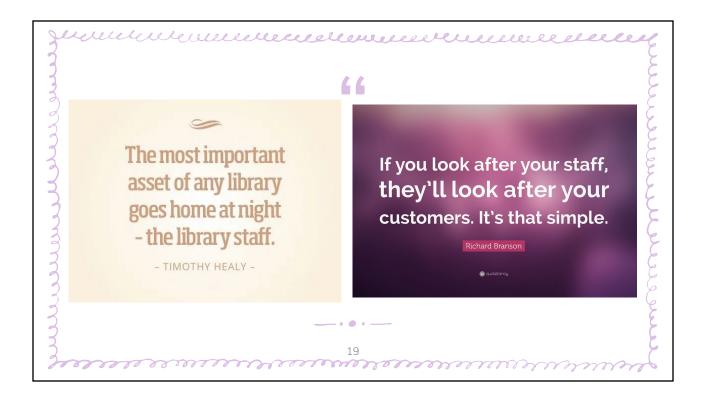


The Spoon Theory was written by Christine Miserando, which you can check out on her website www.butyoudontlooksick.com.



Being able to feel safe with other people is probably the single most important aspect of mental health; safe connections are fundamental to meaningful and satisfying lives.

BESSEL VAN DER KOLK



STAFF TRAINING

- First Aid | CPR | AED
- Mental Health First Aid
- Crisis Prevention Intervention (CPI)
- Mandated Reporter
- Diversity, Equity, & Inclusion
- Sensory Inclusion
- Harassment Prevention

STAFF MEETINGS & STAFF CHECK-INS



HR POLICIES

- Dress Attire
- Bereavement
 - Partners
 - Pets
- Longer Lunch Periods
- More Break Periods
- Gender Neutral Pronouns
- Therapeutics
- Background Checks
- Hours | Shifts
- Expectations | Workloads

STAFF RESOURCES





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STAFF RESOURCES & WELLNESS





Email Newsletters:

NIH, NIMH, NAMI, Mental Health America, Calm App, Happiful, Thrive, Planet Mindful

STAFF WELLNESS







Caseyville Public Library District

Happy Trans Day of Visibility from your Caseyville Librarians! You are safe with us! Libraries are for everyone! ■



PRAISE BOARDS & NOTES

INSTITUTE DAYS, LUNCH, BREAKS, ANNIVERSARIES (CELEBRATE THE ITTLE THINGS!)



"RELATIONSHIPS ARE THE NEW REFERENCE COLLECTION"

"Taking on a social work perspective on human behavior support the purpose of a relationship-based reference collection and draws staff together into a common approach.... Being proactive and not reactive with patrons - that is taking the time and effort to foster empathy and humility in order to be prepared to manage challenging situations. Staff members who have a toolkit for understanding the different ways people move through the world are more welcoming to the community and also are more resilient and less likely to burnout from work related stress."

Zettervall, S., Nienow, M. (2019) Whole Person Librarianship: A Social Work Approach to Patron Services, Library of Congress

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LIBRARY POLICIES

"The Association of Specialized and Cooperative Library Agencies (ASCLA) Tip Sheets explain what librarians, administrators, and trustees need to know about disabilities in libraries and policies in the areas of:

- Assistive Technology
- Autism Spectrum Disorders
- Children with Disabilities
- Developmental Disabilities
- Learning Disabilities
- Management
- Mental Illness

- Multiple Disabilities
- Physical Disabilities
- Service Animals
- Staff
- Vision
- Volunteers with Disabilities

Kowalsky, M. & Woodruff, J. (2017), Creating Inclusive Library Environments: A Planning Guide for Serving Patrons with Disabilities, ALA

INVOLVING KEY STAKEHOLDERS IN POLICY MAKING

"A natural component should be to involve those whom the policies would affect most. Stakeholders should come from all aspects of your library's user community, including young and old, newbies and experts, and users with and without disabilities. Invite stakeholders to participate in brainstorming and decision making:

- **Board members**
- Library staff
- Library patrons

- Special donors
- Local parents
- Local organizations
- Representatives from other community offices
- Library legal counsel"

Kowalsky, M. & Woodruff, J. (2017), Creating Inclusive Library Environments: A Planning Guide for Serving Patrons with Disabilities, ALA

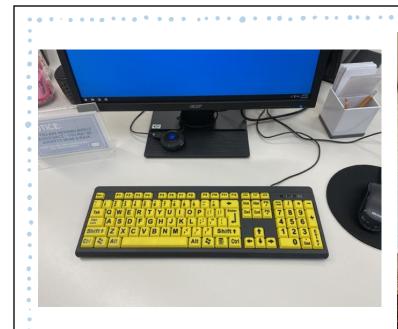
POLICIES & PROCEDURES

- Sleeping in the Library Adaptive Furniture
- Food & Drink
- Time Limits for Patrons
- Conduct | Behavior
- Adaptive Furniture
- Bathroom Policies
- Bags | Personal Items
- Pets











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LIBRARY BUILDING

- Register as a **Safe Place**
- Safe Place is a national youth outreach and prevention program for young people under the age of 18 (up to 21 years of age in some communities) in need of immediate help and safety. As a collaborative community prevention initiative, Safe Place designates businesses and organizations as Safe Place locations, making help readily available to youth in communities across the country.



- Sensory Inclusive Certification:
 - 50% of staff trained
 - 5 bags, weighted lap pad, 4 types of signage sent
 - Social story development



WHAT DO YOU THINK OF WHEN YOU HEAR "SAFE SPACE"?



FEATURES IN A SAFE SPACE

- Hygiene Kits
- Menstrual Products
- Diapers
- Supplies
- Comfortable Seating
- Refreshments & Snacks
- Polite & Welcoming Staff
- WiFi | Computers | Phones
- Charging Station

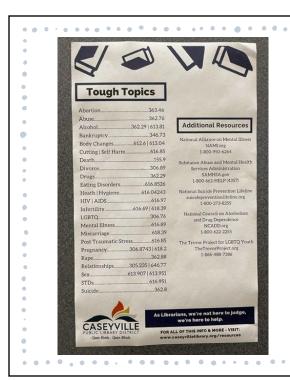


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FEATURES IN A SAFE SPACE (CON'T)



COMMUNITY NEEDS ASSESSMENTS

ASSET MAPPING

ASSET M

COMMUNITY NEEDS ASSESSMENTS

"The goal of a needs assessment is to help you better understand the community and the role the library can play in best serving the needs of its patrons."

Zettervall, S., Nienow, M. (2019) Whole Person Librarianship: A Social Work Approach to Patron Services, Library of Congress

"It identifies the strengths and resources available in the community. The assessment focuses on the capabilities of the community, including its citizens, agencies, and organizations."

Child Welfare Information Gateway, childwelfare.gov

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AREAS OF FOCUS OR CONSIDERATION

- Population
- Income
- Community Attractiveness
- Cultural & Civic Systems
- Housing
- Commerce & Industry
- Transportation

- Law Enforcement
- Education
- Government Types
- Religion | Faith | Spirituality
- Health
- Social Services
- Environment

HOW TO COLLECT DATA

- Census | Demographics
- School Reports & Stats
 - Ex: <u>Illinois Report Card</u>
- Local Governments
- Town Meetings
- County Reports
- Ex: St. Clair County Community
 Health Improvement Plan

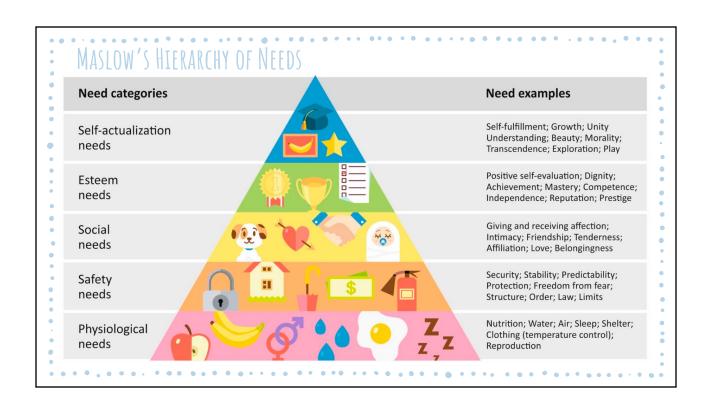
- Social Service Reports
- Civic Organizations
- Focus Groups

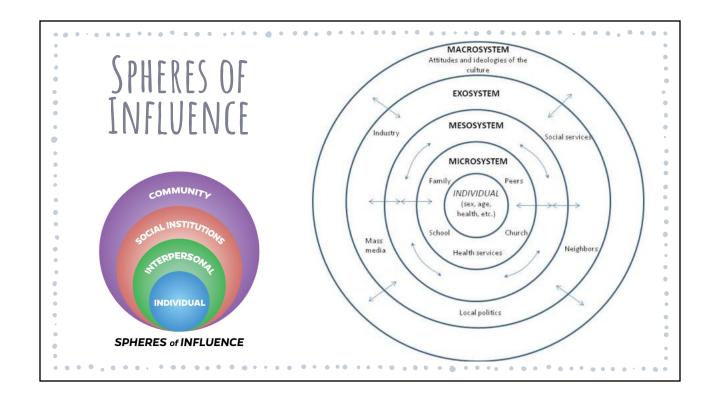
- Interviews with Stakeholders
- Surveys (Internal & External)
- Hospitals & Health Centers
 - Health Needs Assessments
 - Ex: Memorial Health

BJC Memorial Hospitals

Community Individual wellbeing What is it? wellbeing is greater X How we subjectively feel about our life, than the sum of the and objectively whether our human × needs are being met. individual wellbeing How can we measure it? of all the people Objective data, such as education level × living in an area and employment status. Subjective data, like life satisfaction and anxiety X But what is that extra X 'something' that makes Community wellbeing community wellbeing? What is it? X Includes (and impacts) individual wellbeing, but is more than just × We can understand aggregating individual wellbeing in an community wellbeing as X a 'middle-scale' measure of wellbeing that sits How can we measure it? Individual assessments of community between individual and scale factors; group data collection; X national wellbeing. individual stories or case studies of communnity institutions; group X discussions: local media: social media: local policy documents; local cultural X X National wellbeing × What is it? Includes (and impacts) individual and ¥ commmunity wellbeing, and covers some national-level indicators not × captured at local or individual scale × How can we measure it? Data from the Office for National Statistics, national indices, international benchmarks

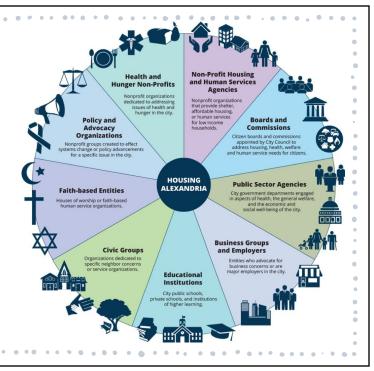
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ASSET MAPPING

- Asset mapping is a systematic process of cataloging key services, benefits, and resources within the community, such as individuals' skill sets, organizational resources, physical space, institutions, associations, and elements of the local economy.



ASSET MAPPING

"Community asset mapping is a strength-based approach to community development.

- The goal of asset mapping is to document a community's existing resources, incorporating these strengths into community development work.
- Approaching individuals and communities from an asset-based mentality empowers them to recognize their own strengths and capacities."



Wellness is the act of practicing healthy habits on a daily basis to attain better physical and mental health outcomes, so that instead of just surviving, you're thriving.

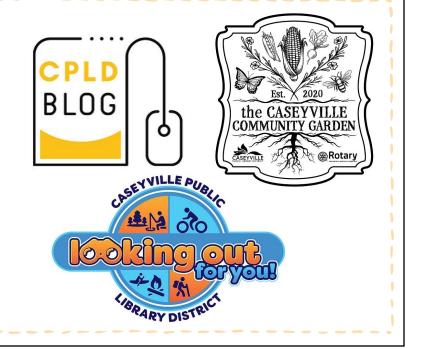
8 Dimensions of Wellness



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MATERIALS

- Special Collections
- Displays
- Packets
- Kits
- Resources
- Newsletters
- Library Blog
- Website Pages











RESOURCES

- **Emergency Hotlines**
- Pantries | Soup Kitchens
- **Shelters**
- Housing Assistance
- Mental Health
- Medical
- Child & Family
- Seniors
- Veterans
- Pets
- Transportation



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HOUSING ASSISTANCE

Call for Help (Madison & St. Clair): 618-397-0968 Catholic Charities of Madison County; 618-877-1184 Catholic Urban Programs (Madison & St. Clair): 618-398-5616

EMERGENCY SHELTERS

Montess Heffines:
Modaton County: 618-296-5500
St. Clair County: 618-825-5550 (Women & Children)
Housing Resource Center (St. Clair): 618-825-5550
Cosis Women's Center: 618-65-1978
Solvation Army: 618-255-7378
Housing Assistance, Food Children Food Children
Level St. Control County Control County County

Montes (St. County County

Violence Prevention Center (24/7): 618-235-0892

FOOD PANTRIES & SOUP KITCHENS

Alpha & Omega Christian Fellowship (State Park & Fairmont City): 618-544-4091 Caseyville Food Pantry: 618-544-5792 Collinaville Food Pantry: 618-546-1861 Spirit of Sharing (SOS) Soup Kitchen: 618-544-2526

American Red Cross: 618-597-4600 Good Samaritan House: 618-300-7255 Homeless Hotlines:

Hausing Assistance, Fo Domestic Violence: National Domestic Vi

lational Domestic 1-800-799-7255

683-986-5616
Housing Authority:
Modision County: 688-545-5142
Station County: 688-277-3290
Modison County: 688-277-3290
Modison County: 688-278-3290
St. Clieri County: 688-697-6970
St. Clieri County: 688-697-6970
St. Clieri County: 688-277-6790 Salvation Army: 618-255-7578 Housing Assistance, Food, Clothing, S

DISCLAMER: THIS UST OF RESOURCES MAS COMPILED BY THE CASE-PULLE PRIENC LIBRARY ROSTRICT. THIS LIST OF RESOURCES IS SEND PROVIDED AS A CONVENENCE AND FOR INFORMATION PURPOSES ONLY. THEY DO NOT CONSTITUTE AN EXPOSAL OF THE CASE-PULLE PUREL LIBRARY DISTRICT OR ANY OF THE PROVINCES SERVICES. OR OP PRIONS OF THE CORPORATION, OR ROWDWILD.

PROGRAMS

- Supply Drives
- Awareness Events
- Themed Storytimes
- Support Groups
- Comfort Dogs
- Meditation & Yoga
- Homebound Delivery
- Health Literacy
- Financial Literacy
- Bilingual
- Sensory Inclusive



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PARTNERSHIPS

- Social Service Organizations
- School District
 - Private Schools | Homeschools
- Civic Organizations
- Religious | Spiritual | Wellness
- Parks & Rec
- Police | Fire | EMT
- Public Health
- Summer Camps
- Universities & Colleges
- National Organizations
 - Ex: Red Cross, United Way















PRIDE EVENTS





"the right of every individual to both seek and receive information from all points of view without restriction.





CHALLENGES | BANS | PROTESTS

- Take Time to Meet with Local Officials
 - Mayor, Police Chief, Library Board, Legislators
- Review Local Ordinances about Protesting
- Create Standard Responses for Staff
- Review Your Library's Social Media Policies
- Provide Mental Health Breaks for Staff
 - Meals, Time Off, More Breaks, etc.
- Develop Alliances
 - Metro East Pride, GSA Clubs, TransParent, Open and Affirming Churches, PFLAG, Metro Trans Umbrella
- Support Neighboring Libraries During Their Events
 - Attend Their Board Meetings
 - Email | Letters | Cards, Gifts, etc.





ALA'S CORE VALUES

- Access
- Confidentiality | Privacy
- Democracy
- Diversity
- Education & Lifelong Learning
- Intellectual Freedom
- The Public Good
- Preservation
- Professionalism
- Service
- Social Responsibility
- Sustainability

NASW'S CORE VALUES

- Service
- Social Justice
- Dignity & Worth of the Person
- Importance of Human Relationships
- Integrity
- Competence



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IIMELINE

- 2009 First social worker employed at San Francisco Public Library
- **2012** Whole Person Librarianship was founded by Sara Zettervall
- **2017** American Library Association added a fourth strategic direction: Equity, Diversity, and Inclusion
- 2018 PLA developed the Social Worker Task Force
- 2019 Over 36 libraries have social workers on staff
- **2022** 93 partnerships and counting! Libraries around the globe now have social workers available.

A map was created to search all of the locations.

MAKING IT HAPPEN FOR YOUR LIBRARY

- Collaborate with a School of Social Work
 - Council on Social Work Education (CSWE) requires internship | practicum hours that students must complete to graduate
 - 400 hours minimum for BSW level
 - 900 hours minimum for MSW level
 - Students must be supervised by someone that holds a MSW degree and/or a LCSW.
 - (Avg cost for supervision is \$2,000-\$2,500 per student)
- Hire a Social Worker
- Partner w/a Local Social Service or Mental Health Organization

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FUNDING OPTIONS

- Existing Library Positions
- Create Position with Current Budget
- Library Foundations | Friends Groups
- Grants
- Corporate Sponsorships
- IGA with Other Government Agencies
 - Ex: County Health Departments, Public Libraries, School Districts, Townships, etc.



SOCIAL WORKERS IN LIBRARIES

Some of the many benefits of the collaboration of services:

- Libraries are...
 - A safe space
 - First point of contact
 - Freedom to meet people where they are
 - A fellow public entity
 - A site for social service cross-pollination

Zettervall, S., Nienow, M. (2019) Whole Person Librarianship: A Social Work Approach to Patron Services, Library of Congress

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TASKS FOR SOCIAL WORKERS

- Work Directly with Patrons
 - Apply for Government Programs and Assistance, Job Applications and Resumes, Referrals to Community Resources and Agencies
- Assist with Library Materials
 - Social-Emotional Books, Resources, Displays, Kits, etc.
- Homebound Delivery | Outreach Events
- Organize Groups at Library
 - Support, Grief, Recovery, Teen, Youth, etc.
- Coordinate Workshops and Trainings for Patrons & Staff
- Social-Emotional Support for Library Staff
- Organize Supply Drives
- Contribute to Library Blog, Newsletters, Press Releases





ADVOCATE AS AN ANCHORING INSTITUTION

- Take Time to Learn About Your Community & Schools
 - Library Statistics | Community Statistics
 - o Community Needs Assessments | Asset Mapping
 - Surveys | Feedback Forms
- Attend School Board Meetings & Local Government Meetings
- Join a Local Club (Rotary, Lions, Kiwanis, Chamber, etc.)
- Participate on a Local Committee or Task Force
- Stay Informed with Legislative Updates and Initiatives
- Become a Trustee | Council Member
- Grant Opportunities & Community Projects

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MULTI-SYSTEM APPROACH IN ACTION

Assess current collection (purchase newer | relevant materials if needed)

Schedule a class | seminar about schedule assault

Brochures | Flyers for local violence prevention centers and shelters

Book | Resource display during April for Sexual Assault Awareness Month

Feature topic and materials in library blog post or newsletter



Contact local agencies and service providers.

Train staff to prepare crisis situations

Offer hygiene products, diapers, bus passes, etc.

Form | Host a support group or advertise local support groups

Be mindful of triggers for staff members.

SEND CARDS | VOLUNTEER | MAKE TIME & SPACE





ADVOCATE AS AN ANCHORING INSTITUTION

H.R.8822 - To direct the Secretary of Education to carry out a grant program to support the placement of students and licensed professional social workers in public libraries, and for other purposes.

117th Congress (2021-2022) | Get alerts

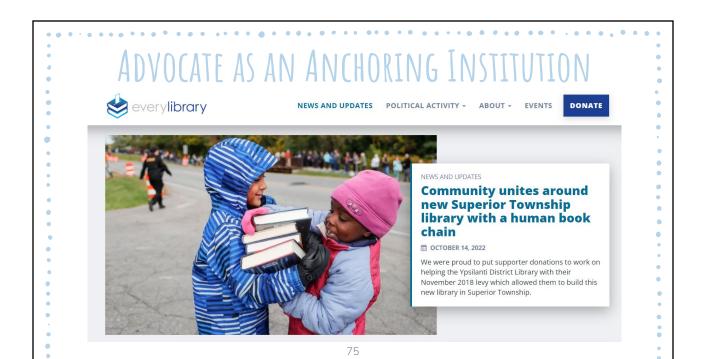
Rep. Garcia, Sylvia R. [D-TX-29] (Introduced 09/14/2022) Committees: House - Education and Labor Latest Action: House - 09/14/2022 Referred to the House Committee on Education and Labor. (All Actions) Introduced Passed House Passed Senate To President Became Law

More on This Bill Constitutional Authority Statement CBO Cost Estimates [0]

Get more information

See Coverage Dates for Congress gov Collections and learn about other sources.

Give Feedback on This Bill Contact Your Member





WEBSITES | ARTICLES | VIDEOS

- Whole Person Librarianship founded by Sara Zetterval
- <u>Social Work Students & Public Libraries</u> created by Sarah C. Johnson
- ALA's Social Work Interest Group
- PLA's Social Worker Task Force
- Social Workers in Public Libraries Public Libraries Online
- <u>Library Social Worker</u> Orange County Public Library
- <u>Library Social Worker Helps Homeless Seeking Refuge</u> PBS Newshour

WEBSITES | ARTICLES | VIDEOS (CON'T)

- <u>"Libraries and Social Workers Perfect Partners"</u> by Christiane Petrin Lambert, MA, MSW, LICSW, Social Work Today, Vol. 20 No. 2 P. 20
- "Your Local Library May Have A New Offering In Stock: A Resident Social Worker" by Colin Drwyer, NPR
- <u>"Social Workers and Librarians— A Case for Why We are BFFs"</u>
 by Amy Schofield, Community Outreach Manager, Richland Library,
 Intersections Blog, ALA
- <u>"A Social Worker Walks into a Library"</u> by Terra Dankowski, American Libraries, 2018

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WEBSITES | ARTICLES | VIDEOS

- Network of the National Library of Medicine (NNLM)
- <u>Let's Move in Libraries</u> Noah Lenstra | UNC Greensboro
- <u>Workplace Mental Health Toolkit</u> by Mental Health America
- NAMI Newsletter & Blog
- Calm for Business
- Ryan Dowd, Chief Empathy Officer HomelessLibrary.com

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- Newsletters, trainings and more

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WEBSITES | ARTICLES | VIDEOS

- Reimagining the Public Library to Reconnect the Community by Shamichael Hallman | TEDx
- The Library Is Not A Place, It's A Concept by Bill Ptacek | TEDx
- The Library Is Not A Collection Of Books by Charlie Bennett | TEDx Talks
- <u>Growing Your Library's Role: Creating A Community Garden with Impact</u> by Programming Librarian
- Public Libraries & Healthy Communities by RAILS & NNLM

