

Building Respect Inside Library Walls



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Internal and External Welcome



How Do We Effect Change?

TIME FOR CHANGE
IT IS UP TO YOU
WHICH DIRECTION
YOU CHOOSE !!!

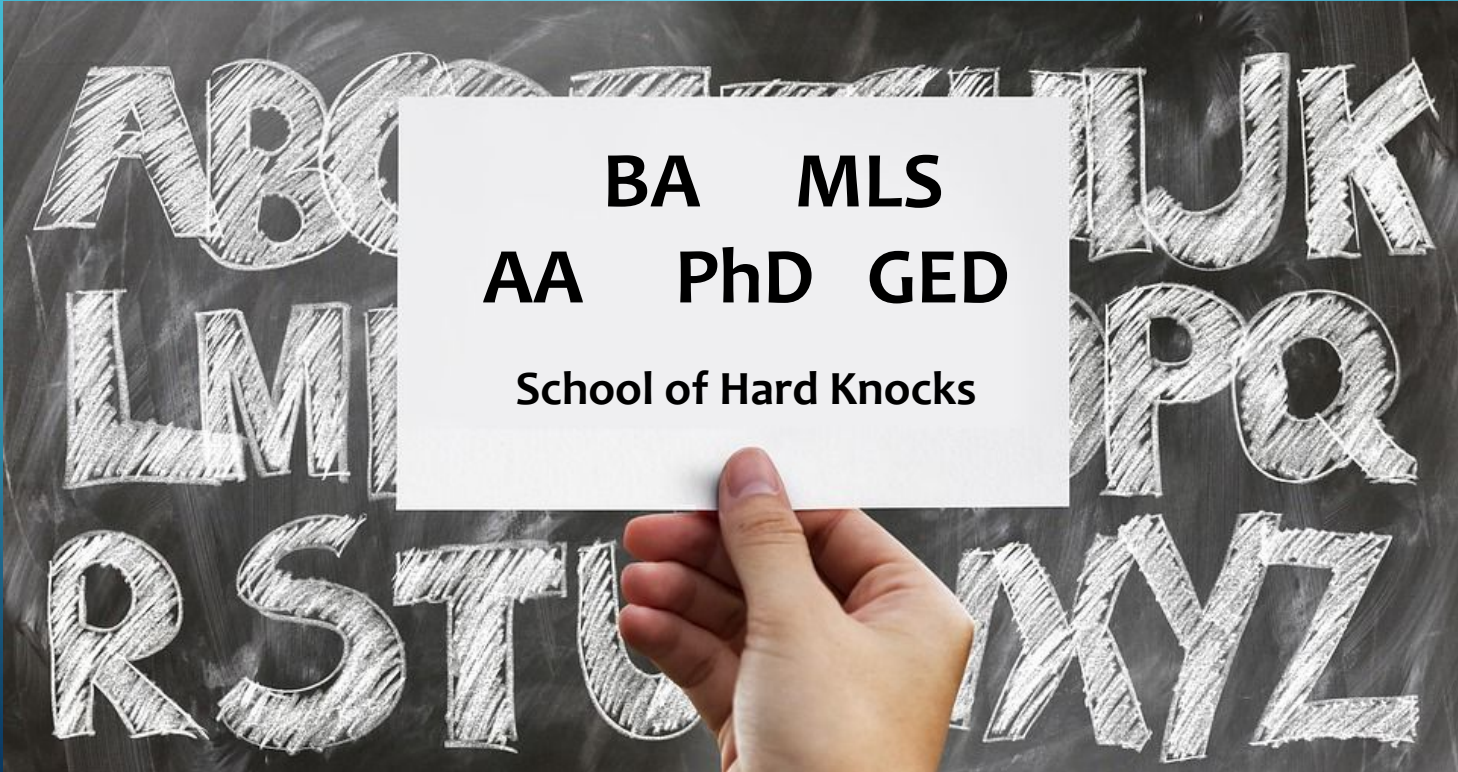
Obstacles to Change

A focus on:

- Differences
- Disagreements
- Misunderstandings
- Rigidity



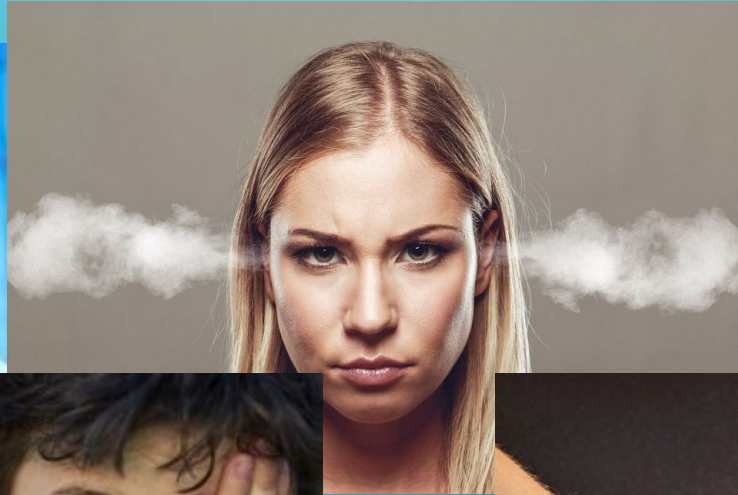
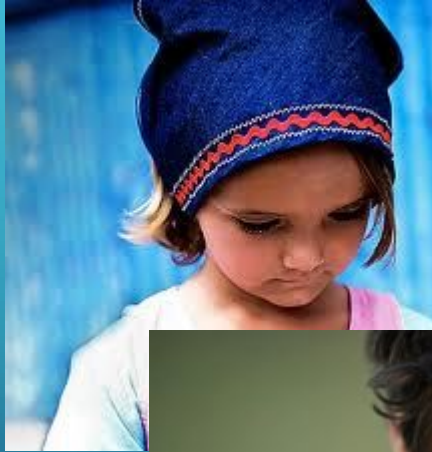
Educational Disparity



Talkin' 'Bout My Generation

	SILENT	BOOMERS	XERS	MILLENNIALS
Job Strength	<i>Stable</i>	<i>Team Player</i>	<i>Adaptable/ Tech</i>	<i>Multi-taskers</i>
Outlook	<i>Practical</i>	<i>Optimistic</i>	<i>Skeptical</i>	<i>Hopeful</i>
Work Ethic	<i>Dedicated</i>	<i>Driven</i>	<i>Balanced</i>	<i>Determined</i>
Leadership	<i>Hierarchy</i>	<i>Consensus</i>	<i>Competence</i>	<i>Work Together</i>
View of Authority	<i>Respectful</i>	<i>Love/Hate</i>	<i>Unimpressed</i>	<i>Polite</i>
Diversity	<i>Ethnically Segregated</i>	<i>Integration Began</i>	<i>Fully Integrated</i>	<i>No Majority Race</i>
Feedback	<i>No news is good news</i>	<i>Once a Year with Documentation</i>	<i>Excuse Me, How am I Doing?</i>	<i>Wants Instant Feedback</i>
Balance	<i>Need Help Shifting</i>	<i>Balance Everyone Else and Themselves</i>	<i>Wants Balance Now</i>	<i>Need Flexibility to Balance Activities</i>
Career Goal	<i>Build a Legacy</i>	<i>Build a Stellar Career</i>	<i>Build a Portable Career</i>	<i>Build Parallel Careers</i>
Provide	<i>Stable Environment</i>	<i>Personal Challenges</i>	<i>Feedback</i>	<i>Structure</i>

Personalities



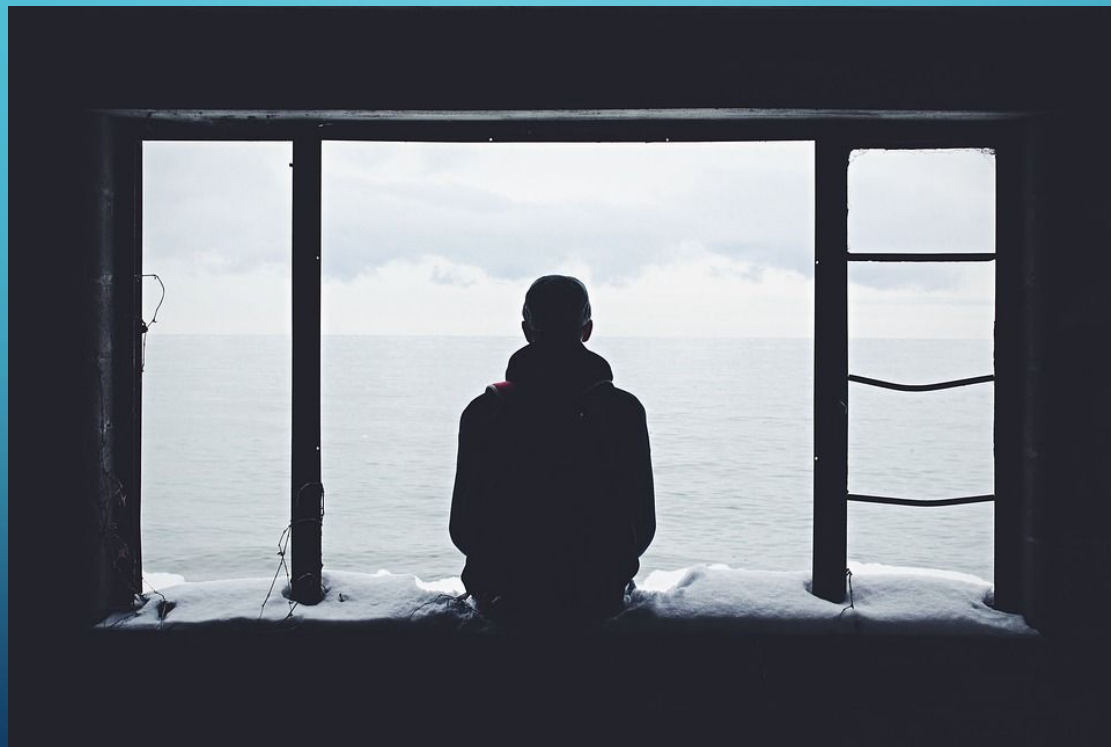
Belief Systems/Lifestyles



Cultural and Racial Diversity



Thinking Back...



Looking Forward...



Respect

Wakanheza Principles

- Judgement
- Culture
- Powerlessness
- Empathy
- Environment
- Be in the moment

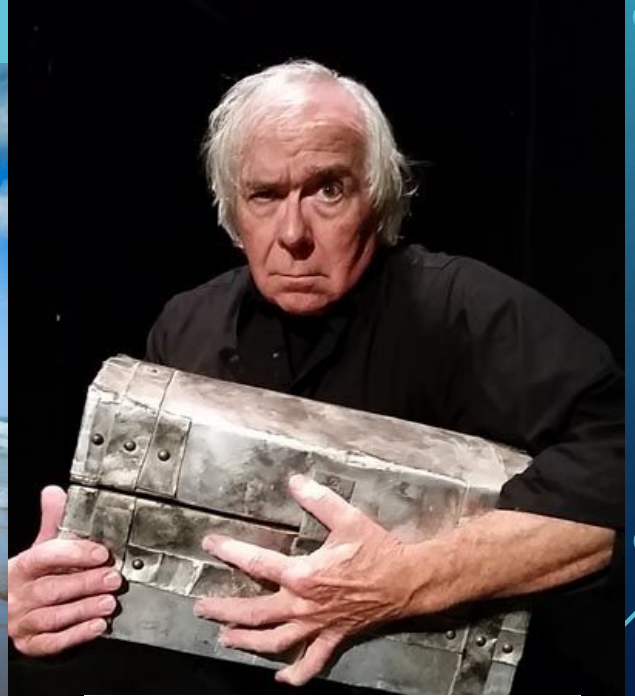


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Strong Administrative Support



Authenticity and Transparency



Ed Moersfelder as Harpagon in *The Miser*,
St. Croix (WI) Festival Theater, 2014

Putting Your Best Foot Forward



<https://medium.com/marketing-and-entrepreneurship/14-habits-of-exceptionally-likable-people-45328562053>

Group Communication (aka Meetings)

CCBC Book Discussion Guidelines

Ginny Moore Kruse and Kathleen T. Horning
© 1989 Cooperative Children's Book Center

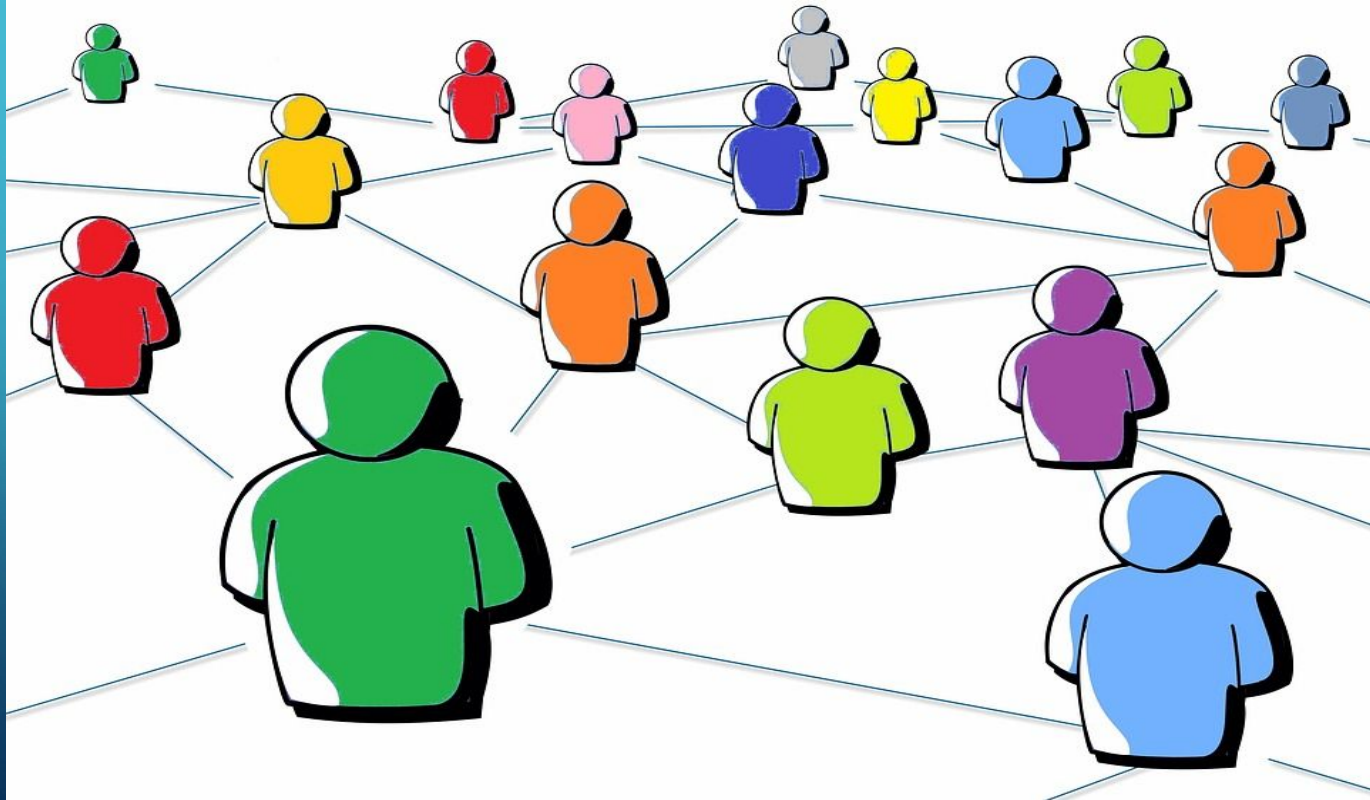
Look at each book for what it *is*, rather than what it is *not*.

1. Make positive comments first. Try to express what you liked about the book and why. (e.g. "The illustrations are a perfect match for the story because....")
2. After **everyone** has had the opportunity to say what they appreciated about the book, you may talk about difficulties you had with a particular aspect of the book. Try to express difficulties as questions, rather than declarative judgments on the book as a whole. (e.g. "Would Max's dinner really have still been warm?" rather than "That would never happen.")
3. Avoid recapping the story or booktalking the book. There is not time for a summary.
4. Refrain from relating personal anecdotes. The discussion must focus on the book at hand.
5. Try to compare the book with others on the discussion list, rather than other books by the same author or other books in your experience.

**All perspectives and vocabularies are correct.
There is no "right" answer or single correct response.**

1. Listen openly to **what** is said, rather than **who** says it.
2. Respond to the comments of others, rather than merely waiting for an opportunity to share your comments.
3. Talk with **each other**, rather than to the discussion facilitator.
4. Comment to the group as a whole, rather than to someone seated near you.

Personal Strategies





Tough Stuff



Tough Stuff



Good Stuff



I'm OK!

You are too.

Be the Change
You Want
to See



Questions?
Thoughts?

Thanks!
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