MARIGOLD LIBRARY SYSTEM

The Professional Development Newsletter is Back

You asked, we listened. The Professional Development Newsletter is back!

Inside, you will find a round-up of free or affordable professional development and training opportunities, including live or recorded webinars, in-person training sessions, articles, and more, on topics relevant to library managers, staff, and board members.

All webinar times indicated below are Mountain Time. Opportunities with a cost associated with it will be indicated with this symbol: 💰

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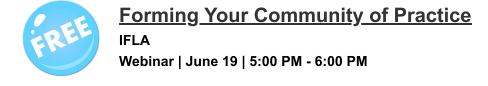- Stronger Together

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Advocacy

Focus on Impact: Panel Presentation

IFLA

Webinar | June 5 | 11:30 AM - 1:00 PM

The assessment of library impact can take many different forms. Three panelists with very different experiences will share their perspectives and experiences in this presentation. Grand Mutando will discuss the African Capacity Building Foundation's (ACBF) role in enhancing the community of practice and capacity development in Africa. Sherine Eid will demonstrate how ISO 16439 acts as a guide for assessing library impact. Dr. Leo Appleton will discuss library assessment methodologies and practices.

Forming Your Community of Practice
IFLA
Webinar | June 19 | 5:00 PM - 6:00 PM

In this webinar, participants will learn what a Community of Practice (CoP) is and how it can support library assessment activities. Our speakers have created a *Value & Impac*t Community of Practice to assist staff at university libraries, in Australia and New Zealand, share best practices around evaluating and assessing their activities and services.

Redefining the Library Experience: Trends in Demonstrating Impact
IFLA
Webinar | July 10 | 9:00 AM - 10:00 AM

"Libraries are continually evolving how they engage with users to make the most impact within their communities. Recently, this has included a renewed emphasis on proactively shaping experiences around library spaces, programming, collections, and staff development." *- Redefining the library experience: Findings from the 2023 OCLC Global Council Survey* (Connaway et al., 2023)

The findings from this report are based on a global survey of those in the library community, and included all library types. In total, over 1600 responses were collected and respondents were located in over 77 countries/territories. Dr. Connaway will discuss the findings and implications. Please join us for this insightful and thought-provoking presentation.

Communications & Marketing

Prioritizing Outreach: Why Community Connections are Your Biggest Asset

Library Marketing & Communications Conference

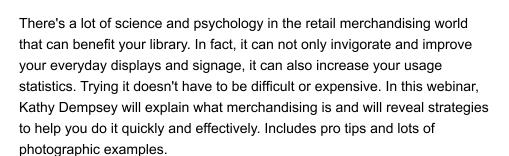**Webinar | June 13 | 1:00 PM | 💰$39**

Every decision made within the marketing department of my library connects back in some way to our strategic plan. I will explain how to make intentional decisions both small-scale and long-term. One of our main goals for 2024 is to build community connections. I will explain why I have prioritized this goal within the marketing department and the ripple effect our increase in outreach has had both internally and throughout the community.

Presented by Katie Zey, Head of Marketing at Salina Public Library. This webinar will be recorded and the recording will be made available to all paid registrants.

Increase Library Usage Through Strategic Merchandising

LibraryWorks

Webinar | June 13 | 12:00 PM - 1:00 PM | 💰$49

There's a lot of science and psychology in the retail merchandising world that can benefit your library. In fact, it can not only invigorate and improve your everyday displays and signage, it can also increase your usage statistics. Trying it doesn't have to be difficult or expensive. In this webinar, Kathy Dempsey will explain what merchandising is and will reveal strategies to help you do it quickly and effectively. Includes pro tips and lots of photographic examples.

Note: This session is not geared toward ideas about what to display. Instead, it's about the strategies behind good displays, signage, and promotion. It's about upholding your brand and improving customers' usage of, and perspectives of, the library. LEVEL: BASIC

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8 New Tips to Boost Engagement on Your Library's Facebook Page
Angela Hursh, Library Marketing Show
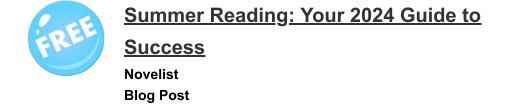**YouTube Video**

There's some exciting new advice on how to create engagement on your library's Facebook page. The **8 new tips** are in this episode of the Library Marketing Show.

How to Create Stellar Event Promotion Strategies
Novelist & LibraryAware
Blog Post

Whether you're new to promoting your library's programs, or you've been at it for a while, read on for out-of-this-world event promotional inspiration and some tips on promotion strategy for programs of all kinds from NoveList and LibraryAware.

Summer Reading: Your 2024 Guide to Success

Novelist
Blog Post

The 2024 Summer Reading Guide to Success is out! Discover everything you need to work with readers, and all the tools you need to promote your library's summer reading program.

Diversity, Equity & Inclusion

Creating a Culture of Respect for Gender and Sexual Diversity

Centre for Sexuality (C4S)

Webinar | June 17 | 9:00 AM - 12:00 PM

Create safer, more inclusive workplaces. Learn practical strategies for creating more inclusive work environments and safer spaces for gender and sexually diverse clients and co-workers.

This workshop is for professionals of any experience level in any sector. This workshop discusses practical strategies for creating more inclusive environments for gender and sexually diverse (2SLGBTQ+) clients and co-workers at your workplace.

Through interactive activities and discussion, participants will explore the differences between sex, gender, and sexual orientation, while discussing the impacts of homophobia, biphobia, transphobia on 2SLGBTQ+ individuals. Participants will leave this session with the skills and tools to support 2SLGBTQ+ clients and colleagues.

Accessible Canadian Children's Books
BookNet Canada
Podcast

This podcast episode features Janis Nostbakken, the kids' media specialist and head of Bibliovideo, the Canadian Children's Book Centre's YouTube channel, as well as the Accessible Books for Young Readers project. The Canadian Children's Book Centre, CCBC, is a not-for-profit that helps educators, librarians, parents, caregivers, and all readers discover great Canadian books for kids and teens.

Human Resources

Well-Being for Library Workers
Innovative
Webinar | June 20 | 10 AM

The role of today's library worker is evolving in ways that can impact their well-being. Because the library serves as a welcome, safe place for all members of the community, library workers often find themselves on the front line of helping people in crisis. Additionally, in many areas, library resources and staff are being challenged for connecting their communities to vital resources.

This session will feature international library consultant and former ALA President Loida Garcia-Febo leading a discussion about wellness basics; factors that impact the wellness of library workers; understanding and identifying signs of stress, burnout, and anxiety; exercises to promote well-being and selfcare, and much more.

During this webinar, participants will conduct a wellness assessment especially for library workers, learn basic self-care and mindfulness strategies that can be applied situationally, and create a "Wellness Toolbox for Librarians"

HR Compliance 2024: Essential HR Policies for Your Nonprofit
Charity Village
Online Resource

Feeling overwhelmed by labour law compliance? You're not alone. Many nonprofits dedicate themselves to making a difference, but keeping up with regulations can fall by the wayside.This article provides essential, Alberta-specific policies, 25 HR policy templates, and a simplified breakdown of key compliance areas.

Understanding the Science of Hiring Bias (and How to Overcome It)
Greenhouse
Article

Want to make better hiring decisions? If your answer is yes (and we certainly hope it is), it's time to make an honest and critical assessment of bias. When you understand all the ways bias can creep into your hiring decisions, you can make changes that will limit its effects. Not sure how to do that? We're here to help.

Indigenous Resources

What No Means: Indigenous Sovereignty & Library Collection Practices

North/Nord
Webinar | July 10 | 12:00 PM

Please join North/Nord for a presentation about Indigenous feminist practices of refusal, community consultations, and how they guided University of Toronto Libraries through the removal of *The Sacred Scrolls of the Southern Ojibway*. We will discuss what we have learned from Indigenous communities refusing the basis of library collaboration requests.

In this session, we will cover:
1. What practices of refusal and requests from Indigenous communities are
2. How refusal is an invitation for libraries to reconsider collections practices and relationality
3. Why common assumptions of collections practice violate Indigenous sovereignty
4. How institutions can respond to problematic items

This important session will be led by Mikayla Redden, Information Services and Instruction Librarian at New College Library, University of Toronto and Desmond Wong, Outreach Librarian, OISE Library , University of Toronto.

Understanding Indigenous History: A Path Forward

University Canada West
YouTube

Understanding Indigenous History: A Path Forward, delves into the history of the First Nations peoples of Canada and aims to offer a path forward for truth and reconciliation in Canada. Hosted by award-winning Canadian broadcast journalist Lisa LaFlamme and featuring interviews with prominent

First Nations leader Phil Fontaine and internationally recognized human rights expert Kathleen Mahoney, as well as other special guests, the series aims to help viewers navigate the complex tapestries of Indigenous history and truth and reconciliation in Canada.

Reconciliation with Indigenous Peoples: A Holistic Approach

Canadian Commission for UNESCO - Coalition of Inclusive Municipalities

PDF

Toolkit for inclusive municipalities in Canada and beyond. This publication is in part a practical tool and resource to respond to this need. It includes a brief overview of Canadian-Indigenous relations and the call for reconciliation in this context. It provides definitions of common terms, and identifies additional reading and resources. It is also partly inspirational. Municipalities have generously shared their stories, practical advice and promising practices in order to encourage others to take action. A holistic approach to Indigenousmunicipal relations is presented to support crosscultural understanding.

Intellectual Freedom & Censorship

Don't I Have the Right Not to Be Offended? Responding to Censorship in Fractious Times

Niche Academy
Recorded Webinar

The best defense against censorship is preparation, policies, and the ability to manage meaningful conversations with the community. Join Jamie LaRue to learn how the value of intellectual freedom came to be adopted by librarians and why it is so crucial now. Jamie provides a checklist and brief discussion of essential policies and protocols.

Preparing for Censorship & Other Book Challenges

Niche Academy
Blog Post

Visit the blog for five practical tips for preparing for book challenges, including censorship, patron complaints, and more.

Understanding Intellectual Freedom & Censorship
Niche Academy
Recorded Webinar

Join Emily Knox for this webinar on intellectual freedom and censorship. Emily will provide an overview of one of the core values of librarianship, intellectual freedom, including the history of the right to access information, the right to freedom of expression, and how censorship intersects with these values.

Leadership & Management

Leading Beyond Any Title: Inclusive Leadership Continued
SAIT
Webinar | June 14 | 8:00 AM

The conversations you have with your leader, peers, and your team determine the quality of your leadership. Are you having the right conversations today?

Join Jennie, Craig, and John Partington - SAIT's Director of Equity, Diversity and Inclusion - to continue the conversation about inclusive leadership. Building upon the understanding that inclusive leadership is a mindset, we will discuss the topics of intersectionality, power and privilege and the ways these concepts are foundational to leading self and others in an equitable workplace. Tangible ways to address harmful behaviour between coworkers will also be explored through the strategies of calling in and calling out. Leaders will leave with more tools in the toolbox to walk the talk of equity, diversity and inclusion at work. Leading Beyond Any Title At Breakfast will bring you weekly, quick lessons and conversations about timely and topical leadership challenges.

You'll leave the conversation with 1 BIG IDEA, 2 Applied Strategies, and 3 Questions to consider that can help enhance your leadership that very day. Registrants will be subscribed to SAIT Corporate Training's email list to help ensure they don't miss information on upcoming webinars and events.

Leading Beyond Any Title: Critical Thinking for Today's Leaders
SAIT
Webinar | June 14 | 8:00 AM

The conversations you have with your leader, peers, and your team determine the quality of your leadership. Critical thinking is about far more than spreadsheets and data. As a skill, it improves our leadership of people, change, difficult decisions and execution of every project. We hope it shows up quietly in every meeting! If critical thinking is lacking, both leaders and their teams can fall prey to bias and costly shortcuts.

Jennie and Craig will be joined by Evan Weselake to discuss the fundamental parts of Critical Thinking. Where it needs to show up more and some simple ways you can foster more Critical Thinking for your whole team!

Management & Supervision: The Crucial Skills
Achieve Centre for Leadership

Online Course | July 9 | 8:00 AM - 3:00 PM | 💰$309

One of the most difficult and often overlooked aspects of moving into a supervisory or management position is developing the skills necessary to truly manage people. Without intentional training, many new managers are left to figure things out on their own – for better or worse. Like all skills, effective management and supervisory skills must be learned. This workshop presents the crucial skills for managing employment relationships from beginning to end, with particular focus on hiring and performance management. Participants will also consider how their communication and personal approach to management affects the people they lead.

Developing a Coaching Approach to Leadership
Library Juice
Recorded Webinar

Using a coaching approach to leadership has a wide range of benefits, from improving morale and empowering your team members to improving productivity. Angela Pashia's approach combines her training as a professional coach with 12 years of experience working in academic

libraries. She focuses on developing a coaching mindset and building the coaching skills that are most relevant for library leaders to shift how you interact with the people who report to you.

In this webinar, Angela will:
1. Provide an overview of the benefits of using a coaching approach
2. Introduce the coaching mindset
3. Introduce the core coaching skills that are relevant for library leaders
4. Include examples of how a coaching approach can help to empower your team and lead to more effective resolutions of performance issues

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Library & Workplace Skills

Let's Debrief: Library Incident Support Tools for Front-Line Staff

The Education Institute

Webinar | June 13 | 12:00 PM - 2:00 PM | 💰 **$50 - $125**

As public libraries across North America experience increasingly complex social issues, front-line staff are confronted with challenging situations on a daily basis, and it is no longer enough to expect them to simply "shake it off". Systematic supports such as EFAPS and employee wellness programs can help with ongoing concerns, but immediate support is crucial and can be harder to access or provide. Debriefing can provide a timely and flexible intervention that helps library workers walk each other through the immediate impact of any incident. But debriefing doesn't just happen without some intentional planning and processes in place.

This interactive online workshop uses real-life debriefing protocols that have been implemented at Calgary Public Library to provide people leaders in libraries with tools and skills to debrief with library staff.

Data Storytelling 101
WebJunction
Webinar | June 18 | 1:00 PM - 2:00 PM

Storytelling is a vital strategy for communicating impact and justifying future investments. This webinar will provide an orientation to storytelling that centers cultural humility while leveraging storytelling dynamics, including how to practice and refine an impactful story with a live audience. Participants will learn the techniques of story construction based on three classic narrative structures, with roots in folklore and narratology, and explore examples of data stories told by and about libraries. This is an

opportunity to build confidence in the ability to recognize and craft a meaningful and memorable story.

Feedback Starts With You: Focusing on Care, Compassion, and Communication

The Education Institute

Webinar | June 26 | 8:00 AM - 1:00 PM | 💰$50 - $190

Feedback is an integral part of a healthy workplace. It supports the growth of colleagues and self. Yet, giving and receiving feedback often feels like venturing into treacherous waters. Many are uncomfortable and uncertain about how to proceed.

In this interactive workshop, we will explore foundational concepts about feedback and psychological safety to better understand the breadth of feedback and how to anchor it in care and compassion. We will share and practice various tools to provide and process the feedback we receive. While the provider cannot control how feedback is received, we will consider ways to mitigate and minimize defensiveness.

Participants will receive a toolkit for their personal use.

30+ Best Tips on How to Prepare for a Job Interview

The Muse
Article

Preparing for an interview requires more effort than just Googling a list of common interview questions (though, yes, you should 100% be ready for those). In today's job market, recruiters are flooded with resumes and applications within hours of a post going live, so if you manage to land a meeting, it's worth putting in the time to ensure you ace it.

To help you prepare, we compiled a list of our all-time best interview tips—backed by some of the most highly regarded career guides, creators, and advisors out there today. We've got 30 plus tips on this list, so strap in, take some notes, and prepare to nail your interview.

Creating a Person-Centred Library: Supporting Patrons While Avoiding Burnout

WebJunction
Recorded Webinar

Are you feeling the strain of serving patrons with complex needs? Is your library seeing increased patron behavioral issues and mental health concerns? This session reviews ideas and approaches for how libraries can support both high-needs patrons and staff. As a result of this webinar, you will be able to:

1. Articulate the changing needs of library patrons and how these impact staff
2. Learn strategies for assessing your library's unique needs
3. Discuss helpful programs, collaborations, and/or services for high-needs patrons
4. Apply person-centered strategies to begin creating cultural change in your library
5. Anticipate potential barriers to change

Programming & Services

Inside OUTreach: Transformative Strategies to Overcome Service Barriers
LJ Webcasts
Webinar | June 5 | 12:00 PM - 1:00 PM

Often the most creative solutions come from tackling the most difficult challenges. Join us and discover how two innovative libraries have turned their perspectives inside outward to overcome service barriers.

Whether you're a rural, suburban or urban library, this webcast will provide tips and ideas for how to reach outward across your community to break through barriers and establish connections.

Supporting Domestic & Sexual Violence Survivors at Your Library
WebJunction
Webinar | June 6 | 1:00 PM - 2:30 PM

Libraries are in a unique position to offer resources and referrals to those experiencing domestic and sexual violence and stalking. In this WebJunction webinar, learn how to identify the signs of domestic/sexual

violence and stalking, what/when/how to say something to a survivor, an dhow to provide resources to someone who does not disclose abuse.

Strategies for Engaging Families Year-Round: A Panel

Scholastic Literacy Partnerships
Webinar | June 11 | 12:00 PM - 1:00 PM

Are you a public librarian looking to deepen your relationship with the families in your community? Join Scholastic to hear from librarians around the country to see how they're elevating family engagement in and beyond the library.

With summer programming planning in full swing for many librarians, this conversation will focus on bringing families into your branch year-round. Panelists will speak to challenges with re-engaging families, plans for the year ahead, and the importance of summer programming.

This webinar is presented by Scholastic Literacy Partnerships, a free membership program offering personalized literacy solutions and deep savings for public libraries and community-based organizations.

Host a Repair Cafe in Your Library

ALA eLearning

Webinar | June 12 | 12:00 PM - 1:00 PM | 💰$79

Public libraries and Repair Cafés are natural allies and together can foster a culture of repair, reuse, and resourcefulness while strengthening community.

In this webinar you'll understand what a Repair Café is and how to start one, including recruiting volunteers, ensuring you have necessary supplies, and promoting and managing your event. The presenters will also share insights, strategies, and best practices for establishing and nurturing a Repair Café in your library, using our own events to demonstrate what to do (and what not to do!).

Libraries Get Moving: Fitness Programs for Everyone

WebJunction
Article

As local hubs, libraries are a great place to promote community health initiatives, often in partnership with government-sponsored programs. From

aerobics to Zumba, cycling to yoga, and walking groups, just to name a few, we hope you'll find a ton of ideas and inspiration to bring to your library's fitness programming with this fantastic and informative article from WebJunction.

Supporting Healthy Communities: Public Library Responses to the Opioid Crisis
WebJunction
Recorded Webinar

The opioid crisis continues to rage unabated in our communities and worsened in the shadow of the COVID-19 pandemic. Public libraries have a critical opportunity to support the information needs of patrons dealing with and impacted by substance misuse.

WebJunction has released the "Opioid Crisis Support Kit for Public Libraries" to help library staff address the opioid crisis. View this webinar to learn how libraries have found success and purpose with the Support Kit and gain insights to empower your community toward healthier outcomes.

Reader's Advisory & Collection Development

Developing the Youth Collection
ALA eLearning

Webinar | July 18 | 12:30 PM | 💰$79 (US)

In this webinar, you'll learn the basics of collection development for kids and teens. You'll also learn about how to prepare for and handle material challenges and how to make sure your collection development policy provides adequate support for these situations.

Developing the Adult Fiction Collection
ALA eLearning

Webinar | July 25 | 12:30 PM | 💰$79 (US)

Diversity is the key to a strong adult fiction collection. In this webinar, collection development expert Lila Denning will cover how you can grow and

diversify your collection to make better readers advisory choices and offer stronger materials to your patrons.

FREE

Balance or Indoctrination: Developing & Defending Balanced School Library Collections

Canadian School Libraries Journal
Article

Representing diverse points of view is an important aspect of selection. The school library supports an inquiry approach to learning, inquiry driven by personal interest, and also supports literacy development and reading engagement. Anita Brooks Kirkland, Canadian School Library's chair shares her expertise and knowledge in a Canadian School Libraries Journal article about balancing the collection in your school library with selection guidelines, understanding mandates of a school library collection and learning how to support inquiry into diverse points of view.

Crash Course in Romance

Novelist

Online Course | 💰$20

Whether your readers are fans of second chance at romance or grumpy sunshine, let NoveList and LibraryReads show you the love with the best that romance offers your readers — from forbidden love to love in a small town. If you're intimidated by the thought of helping romance readers or want to get ahead of the curve, this webinar is for you.

Join Halle Carlson, former NoveList employee, and Migdalia Jimenez, Librarian at Chicago Public Library, as they cover:

1. Popular subgenres and themes
2. Authors you want to know
3. How to help readers of romance
4. Other helpful resources for this genre

At the end of the recording, you'll learn search strategy tips and where to find genre-related information using NoveList Plus so you can provide the best possible service to your readers.

Technology

Moving Libraries Forward: Managing Change Among Technology Shifts

LJ Webcasts

Webinar | June 6 | 9:00 AM - 10:00 AM

Libraries have recently experienced several transformational changes brought on by innovative new technologies and services. Some libraries find themselves still embroiled with navigating the challenges associated with those changes, whereas other libraries are faced with evaluating and implementing new user services.

Join this session to discover how your fellow colleagues continue to move their libraries forward alongside both transformational change and the adoption of new technologies. You'll better understand their approaches and change management tactics that motivate and empower colleagues, alleviating them from their fear and the struggles of doing things differently. They'll discuss their experiences with participating in LSP platform migrations, evaluating new services and technologies, and implementing service enhancements.

An AI Toolbox for Libraries

School Library Journal

Article

Accessibility is a primary mission of school libraries, and artificial intelligence (AI) can help with that mission by opening many doors for students. It can re-level, outline, summarize, narrate, and remove distractions from text, unlocking rigorous curricula for struggling readers. Students with dyslexia or ADHD, for example, can get information in the way that is most helpful for them without having to work through the lens of their disability. Meanwhile, there are many questions around uses, ethics, and copyright regarding AI. While those concerns stand, AI can be incredibly useful for both students and teachers.

Cybersecurity Training

Government of Alberta

Online Course

Stay safe online! The Government of Alberta has several 10-minute-long courses to ensure you are up-to-date on your cybersecurity training. It's important to protect yourself both at work and at home. As threats are getting more sophisticated, we need to stay ahead of the game!

Connected Canadians - Empowering Seniors: Digital Literacy Support for Your Library

Connected Canadians

Online Resource

Connected Canadians is a national digital inclusion charity that provides free technology training and support to older adults across Canada. They offer personalized support sessions and a selection of workshops on topics such as Phishing Scams and Accessing Government Services Online.

Through partnerships with Canadian libraries such as the Ottawa Public Library (OPL) and Markham Public Library (MPL), Connected Canadians has delivered in-person and remote workshops for seniors, provided personalized technology mentorship programs, and targeted training sessions to library staff. These initiatives are designed to significantly enhance digital literacy amongst seniors.

Upcoming Conferences

Peace Library System Symposium 2024
May 31 | Grande Prairie, AB

Welcome to the first annual Peace Library System Symposium, a one-day event for small, northern libraries to come together, exchange ideas, and explore ways to enrich library services and foster community engagement.

The symposium theme is ***Building Buzz: Promote Your Library.*** With a dedicated focus on marketing and advocacy, the conference will explore techniques to enhance visibility, engage communities, and advocate for the invaluable role our libraries play.

Whether you're a seasoned librarian looking to refresh your approach or a newcomer eager to learn the ropes, the symposium will equip you with tools needed to generate excitement around your library and strengthen its ties with its community.

Digital Odyssey 2024
Ontario Library Association

June 10 | Virtual | 💰$50 - $225

Theme: Tackling Misinformation and Disinformation: Innovations & Challenges
From debunking deepfakes to spotting shady sources, arming library users against misinformation and disinformation can feel like a constant and ever-changing challenge.

Join us at this year's Digital Odyssey to learn what's new in the fight against misinformation, and how to prepare your users (and yourself) for the AI-generated landscape.

Stronger Together

The Alberta Library, Peace Library System, Yellowhead Regional Library, Nothern Lights Library System, Library Association of Alberta and the Alberta Library Trustees' Association

October 3-4 | Edmonton | 💰$149.37

Join us at the DoubleTree by Hilton Hotel West Edmonton on **October 3-4** for an engaging and educational Stronger Together Library Conference.

You'll be joined by 500 fellow attendees from all over central and northern Alberta to discuss vital topics, including advocacy, artificial intelligence and technology, workplace issues, intellectual freedom, governance, and programming.

This conference is a premier experience for librarians, staff and trustees who work in public, school, academic and special libraries across Alberta. The presenting partners represent all aspects of the library community, enabling a diverse group to come together to discuss important issues and opportunities.

Access 2024

October 21-23 | Montreal | 💰

Access is Canada's premier library technology conference bringing librarians, technicians, developers, programmers, and managers together to discuss cutting-edge library technologies.

Access is a single stream conference featuring in-depth analyses, panel discussions, lightning talks, hack-fest, and plenty of time for networking and social events.

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