

Action Plan Summary from 11.22 NJ Diversity in Libraries Conference

Sorted by Key Area then Alpha by Library Name

Library	Key Area	Description of Goal
Atlantic City Libraries	Collections	To gain support of the Library's Admin. To market foreign language materials by moving the collection, using displays, and providing multi-language signage.
Atlantic County/Galloway	Collections	Create basic collection in Spanish & Gujarat that are appropriate family use items.
Bloomfield College	Collections	Prepare and implement a smaller collection for Korean students for familiarity with US culture/customs.
Brayton Elem. School/Summit	Collections	To provide Spanish or bi-lingual picture books packaged as "snuggle books" to take home every night to share with parents. (As English speaking children do already)
Brick Branch of the Ocean	Collections	The goal is to offer Chinese language/cultural/bilingual collections & programs for families with children from China. We have the need in Ocean County but no proper materials & programs. The parents want their children to know more about their Chinese heritage.
Camden County	Collections	Develop a collection of DVDs that have video descriptive services for the blind, (VDS)
Camden County Library (intern)	Collections	Branded marketing initiative targeted towards African-American patrons Base that highlights extensive African Collection coupled with author lecture, healthy/wellness seminars (including cooking) update existing pathfinder.
East Brunswick Public Library	Collections	To provide bilingual signage for already existing world language adult collections - Spanish, Arabic, Korean, Chinese, Russian, Gujarati & Hindi to provide the word "welcome" in the above languages plus German, French, Hungarian, Italian Ukrainian, Polish & Urdu.
Edison Intermediate School, Westfield NJ	Collections	Develop a better book collection of easy to read/picture books related to curriculum in English and other languages represented in our ESL classes.
Edison Public Library	Collections	Develop a worthwhile, well used world language collection that is visible, useful & responsive to our patrons needs - based on census data.
Lafayette/Newark	Collections	To increase collection of Spanish & Portuguese books and periodicals, 100 top children's literacy classics in these 2 languages.
Long Branch Public Library	Collections	Our city's population is approximately 29% Latino. I would like to see our foreign language collection expanded to reflect this population and to have this goal supported by both staff and trustees.
Mercer County Library	Collections	To develop a comprehensive Chinese language selection to include F,NF, AV materials, periodicals & children's books to meet the needs of this ethnic group in our community.
Montclair Public Library	Collections	To separate our foreign language books from our English language books, creating a "Foreign Language Books" section & expanding our foreign collection.
North Brunswick Public Library	Collections	To develop a collection of teen periodicals in Spanish
North Brunswick Public Library	Collections	Develop a collection of periodicals in various languages include: Mandarin, Cantonese, Gujarati, Hindi, Arabic & Spanish.
Old Bridge Public Library	Collections	Audio Visual & Books about coping with disabilities, also parenting children with disabilities. Getting support groups to use are meeting rooms, materials etc.
Piscataway Public Library	Collections	We have collections in languages taught in public schools and immigrant languages. This is the first of an American born racial minority. Will have to justify beginning this collection.
Ramsey Library	Collections	Market the next Spanish language collections for children and adults.
Sayreville Public Library	Collections	Purchase and integrate 120 Gujarat & 40 Hindi books
Science High School/Newark	Collections	Get parents/guardians to become part of the school community in order to better understand their child's needs in preparation for college. Parents will share lending privileges.
Somerset Co. Library System, Main Branch	Collections	Develop a Spanish language collection which accurately reflects the needs of the Hispanic Community on Bridgewater Township.

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South Plainfield Public Library	Collections	To attract more of our large Vietnamese population to the library by expanding (adding audio/visual materials) to our existing collection.
Sussex County Community College	Collections	Increase the collection of World Literature 20% within one year
Union Public Library	Collections	Provide bilingual (Spanish language) story times for children & their families. Have bilingual and Spanish language materials for its support as well as general circulation.
Vineland Public Library	Collections	Expand resources (books/videos/DVDS/audio books) for our deaf & hard of hearing & blind patrons. Provide a space for these resources & staff training
West Orange Public Library	Collections	Finding reviewed materials & surveys to use to purchase materials in various formats where do we locate collection.
Woodbridge Public Library	Collections	Expand South Asian Collection (both A & J). Move books, add media to collection.
Hillside Public Library	Collections & Services	1. Since this is very low budget, it seems it would not be difficult to do, 2. Needs staff time
	Collections, Services	Program on how non-English speaking parents can support their preschoolers library readiness
Morris County Library	Organization Climate	Educate staff in the information - seeking behaviors and needs of teenagers. Elicit idea from staff on how we can meet those needs & change our behaviors that are non-welcoming to teens.
Caldwell Public Library	Organizational Climate	Talk with - and educate - a basically homogeneous staff (race/sex/religious affiliation/culture) on changing community with changing needs - which we must respond to appropriately.
Cranford Public Library	Organizational Climate	It's a film series! Conduct cultural awareness session for all public service staff. Theme: "They don't all have to look like me " - our patrons are all sizes, ages, race, income, & ethnic, Sexuality.
Long Branch Public Library	Organizational Climate	Increase staff awareness of the population within our community including the services we have to meet the needs and the potential barriers to getting them "in the door".
Montclair Public Library	Organizational Climate	Hold training session for staff (focus children's & young adults) on addressing the needs of ADD/ADHD children & their families & teachers in a library setting.
Mount Laurel Library	Organizational Climate	Hold Diversity Awareness Session for staff & interested volunteers of basic concepts. Why Diversity is important to the library. How this supports making the library a welcoming place.
Neptune Twp. Public Library	Organizational Climate	Meet with local leaders of Latino/Hispanic minority communities for awareness & basic terminology training for other language groups in area.
SCCC Library	Organizational Climate	Staff are able to use campus network or desktop PC's to effectively or efficiently perform their duties in source of students.
	Organizational Climate	To educate the staff about Diversity, to develop our collection on foreign language, to help our community
	Organizational Climate	The goal is to help & educate staff on differences in culture of our population and how to get them to understand the difference & provide better service.
Atlantic City Public Libraries	Services	Computer classes offered in Spanish
Atlantic County Library	Services	Create a sustaining monthly book discussion program for African American female middle school/students and their mothers
Cranford Public Library	Services	Library has Americanized collection. Would like to have a greater balance of World Resources both fiction & non fiction, esp. literature sections.
East Orange Public Library	Services	Reach large Muslim community. Town has Mosque and Muslim School (H.S.)
Morristown/Morris Twp. Library	Services	Develop a collection of computer books in Spanish and offer Internet & Microsoft word classes for Spanish speakers
Mount Laurel Library	Services	Increase African American use of the library through relevant programming, initiatives.
New Jersey State Library	Services	Create greater awareness of and encouragement of use of NJSL by Hispanic Latino community
Ocean County Library	Services	To get undocumented immigrant workers to sign up for library cards.
Ocean County Library	Services	Increase English language skills among caregivers of children.

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Ocean County Library	Services	Weekly outreach to Community Medical Center's Clinic, visit pediatric office to market library services to Latino population awaiting services (free)
Ocean County Library	Services	To bring non-English speaking members of the community into the library for support, empowerment.
Old Bridge Public Library	Services	Enhance our library by recognizing the needs of peoples with disabilities with appropriate & useful signage, and to have more materials available for them.
Paramus Public Library	Services	Clear, concise description of the goal. 32% or 8.390 adults living in Paramus have English as their second language. In order to serve the underserved population the Paramus Public Library will provide Literacy Volunteers of America ESL Tutoring programs.
South Brunswick Public Library	Services	Provide life skills workshops to existing ESL & conversation students including library tours & citizenship assistance
West Orange Public Library	Services	Provide adult English conversation classes on a regular monthly basis for up top 10-12 adults.
Westwood Public Library	Services	Westwood Library will begin a 12 week (1X a week) conversation Group that will run three times a year. A children's program will run concurrently for attendees who have children
Willingboro Public Library	Services	Develop Materials to introduce members of the immigrant community, particularly Latinos, to the building collections and services of the public library
	Services	Visit all schools for "Back to School Night" to see parents of local children and make sure they are aware of library & services.
Bloomfield College Library	Staffing	Recruitment from our diverse student body to the field of librarianship.
Brookdale Community College	Staffing	Develop opportunities for existing staff to expand their "skill sets", esp. in terms of communication & appropriate use of technology while actively recruiting & retaining new staff from diverse backgrounds who might be interested in becoming librarians/info specialist.
Camden County College	Staffing	By 2008 20% of CCL staff at all levels will reflect the racial/ethnic make up of the communities we serve.
East Brunswick Public Library	Staffing	To have a diversified professional librarian staff that is truly reflective of the communities cultural people.
Linden Public Library	Staffing	We have a large Polish speaking population. Both people who live in the city and people who are visiting, unfortunately we have no Polish speaking staff members nor do we have a Polish language book collection. We should have a Polish speaking clerk/librarian, or a least a current staff member, We are in the process of creating a foreign book collection.
Maplewood Memorial Library	Staffing	Increase representation of non-whites on staff at all levels
Neptune Public Ilbrary	Staffing	Volunteer to recruit a High School volunteer fluent in Spanish to work one evening per week and help translate library programs and services to latinos
New Jersey State Library	Staffing	I diversify and work with a librarian intern of diverse background
Ocean County Library	Staffing	To recruit more diverse junior college students pursuing their Bachelor degree to the library profession by establishing an internship program @ Ocean County Library for Children' services
Old Bridge Public Library	Staffing	I need people who can be trained to do the job with all people and get along with fellow workers as well as the public. Bi-lingual is a plus.
Old Bridge Public Library	Staffing	Increase staff awareness of diverse local population and encourage all staff to treat all patrons fairly.
Rutgers University Libraries	Staffing	Increase library faculty diversity, esp. increased Latino and African-American faculty.
Rutgers University Libraries	Staffing	Follow the "Princeton" "model" described this morning to recruit minorities to Academic librarianship hire - raise the # of blacks and Hispanics.
Seton Hall University	Staffing	This session is not what I had in mind. I was thinking about minority staff recruitment. I don't see how this form can help me achieve this goal.
Somerset County Library System	Staffing	Increase minority representation on staff (specifically African-American and Hispanics)
Willingboro Public Library	Staffing	Increase foreign language skill among staff.

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Willingboro Public Library	Staffing	To persuade, implore, demonstrate the need to dedicate at least one permanent full time staff to only department in the library that has just one staff presently. The responsibility has grown exponentially with no relief or support to fulfill the service objective.
	Staffing	Advertise open positions in sources most likely to be utilized by the target populations.
Brick Branch of the Ocean		To promote bilingual story times on a regular basis for Spanish speaking & Chinese speakers
Newark Public Library		Expand staff knowledge of variety of groups in our potential service "market".
Ocean County Library		Bilingual story time for Hispanic children including music
Paterson Public Library		Cultural awareness of topical needs of Hispanic Community, e.g. application for green cards, legal issues