

Action plan 2020 - 2021

Name of Professional Unit: Library Services to Multicultural Populations

Focus Area 1			
<i>Empowering people from ethnic, cultural & linguistic minorities to become experienced library workers and grow.</i>			
IFLA Strategic Direction			
3 CONNECT AND EMPOWER THE FIELD			
<p>Libraries are strengthened by staff who reflect the diversity of their communities, states our IFLA/UNESCO Multicultural Library Manifesto. Thus, we aim to increase the representation and impact of library workers from cultural, ethnic and linguistic minorities in libraries around the world.</p> <ol style="list-style-type: none"> 1. Empower these library workers to build networks 2. Educate libraries and non-minority staff 			
Key Initiatives			
3.1	<i>Provide excellent opportunities for face-to-face networking and learning</i>		
Funding Needed	Projects/Activities	Tasks & Responsibility	Timeframe
<input type="checkbox"/>	Develop tools for including non-native speakers of the working language at their workplaces and committees	<p>Prepare recommendations on how to remove barriers for those whose English language proficiency skills are limited.</p> <p>The SC Business Meetings model will be fine-tuned and shared as best practice via social media and newsletter.</p>	<p>Supporting documents developed in 2019, and will be fine-tuned and made available for meetings in 2021.</p> <p>Post WLIC 2021 - Dec 2021, strategies used will be shared via different channels.</p>
<input type="checkbox"/>	Co-host session at IFLA WLIC 2021	<p>Topic would be “Workplace Morale, Burn Out and Toxic Leadership in Library Environments: Mitigation Methods and Wellness”</p> <p>This session will be joining force with Continuing Professional Development and Workplace Learning (leading), Management and Marketing Section, New Professionals SIG, and Health and Biosciences Section</p>	<p>Initial proposal submitted by Nov. 15, 2019, finalized by April 15, 2020 (completed)</p> <p>Open Session will be co-hosted during IFLA WLIC 2021</p>
How will you communicate your activities and results?			
<p>Published Newsletter will be shared among IFLA-MCULTP email subscribers. We will highlight activities of the section. We will provide members with opportunities to share best practices for multicultural services in libraries.</p> <p>Social Media Usage Report (as part of IC Report) to SC members will be shared during mid-year meetings, annual business meeting, and IFLA WLIC, communicating reach and impact of social media presence.</p>			

□	Campaign in 2021 to promote IFLA/UNESCO Multicultural Library Manifesto and Toolkit	<p>Develop a communications and promotional strategy to celebrate the 15th anniversary in 2020-2021</p> <p>Scope a potential research project to look at the history and describe some of the impact of the manifesto.</p>	<p>By WLIC 2021</p> <p>By WLIC 2021</p>
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How will you communicate your activities and results?

Chair’s Report to SC members during mid-year meetings, annual business meeting, and IFLA WLIC.
 Reports from SC members on focus progress during mid-year meetings, annual business meeting, and IFLA WLIC.

How will you measure the impact of your activities?

Feedback from SC members on reports.
 Public response to publication of new guidelines.

Identify other Unit(s) which may be interested in this Focus Area, or with which you could collaborate on projects/activities.

Collaborate with Library Services to People with Special Needs and Public Libraries Sections on Guidelines to Refugees, Immigrants and Migrants