

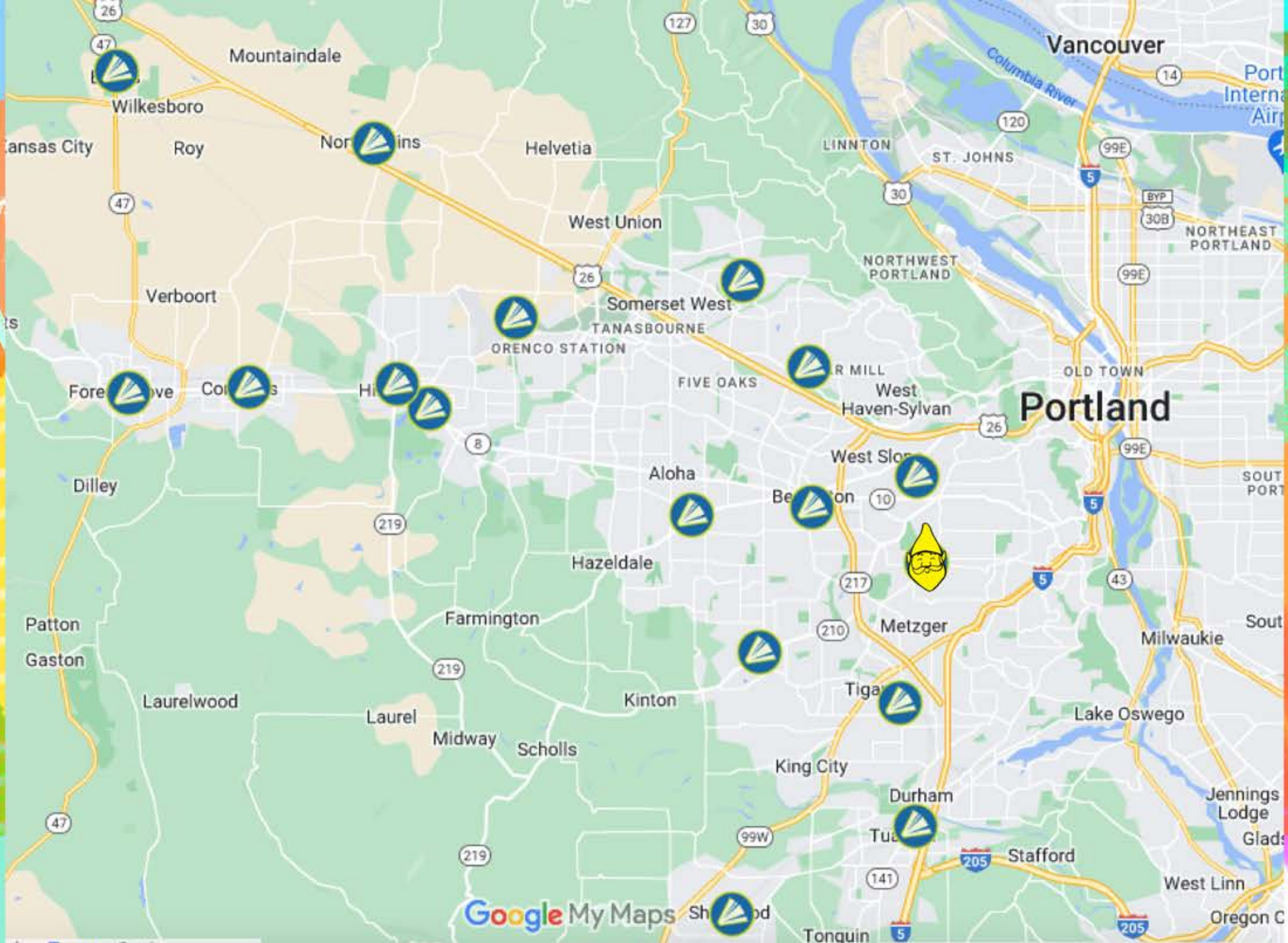
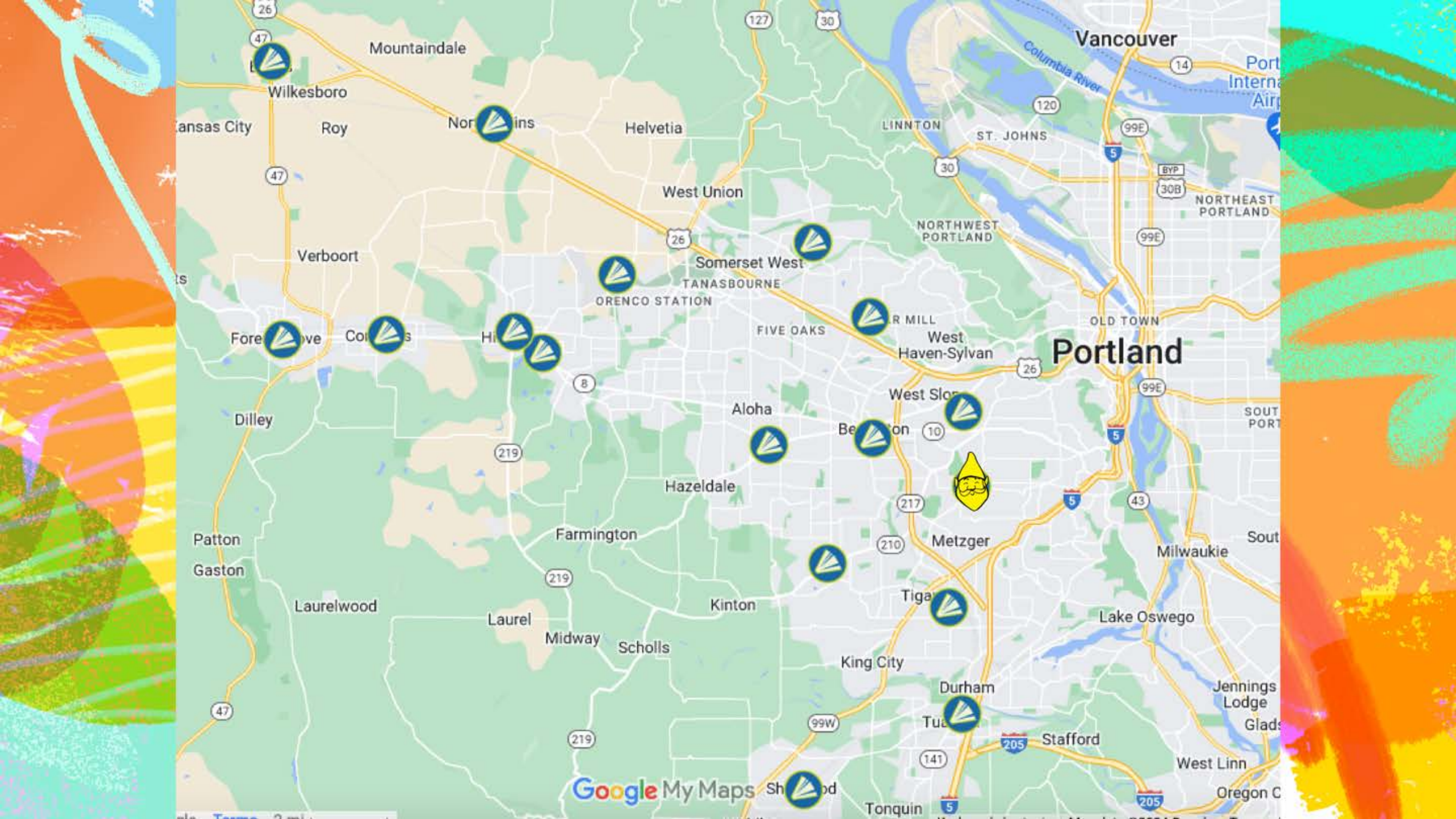


**CULTIVATING**

**GARDEN HOME**

*Slow Librarianship  
at Work*





Google My Maps



# THIS IS KALAPUYAN LAND



# Community Demographics

Garden Home

United States

90% WHITE

60% WHITE

94.3% BORN IN THE U.S.

86.5% BORN IN THE U.S.

63% COLLEGE GRAD IN HOUSEHOLD

31.5% COLLEGE GRAD IN HOUSEHOLD

94% NOT-DISABLED/HOUSEHOLD

91.4% NOT-DISABLED/HOUSEHOLD

\$95,926 MEAN HOUSEHOLD INCOME

\$60,293 MEAN HOUSEHOLD INCOME



**5 Full Time Staff**



**5 Part Time Staff**



# Circulation per Person

Service  
Population  
5,524

Total Circ  
132,922



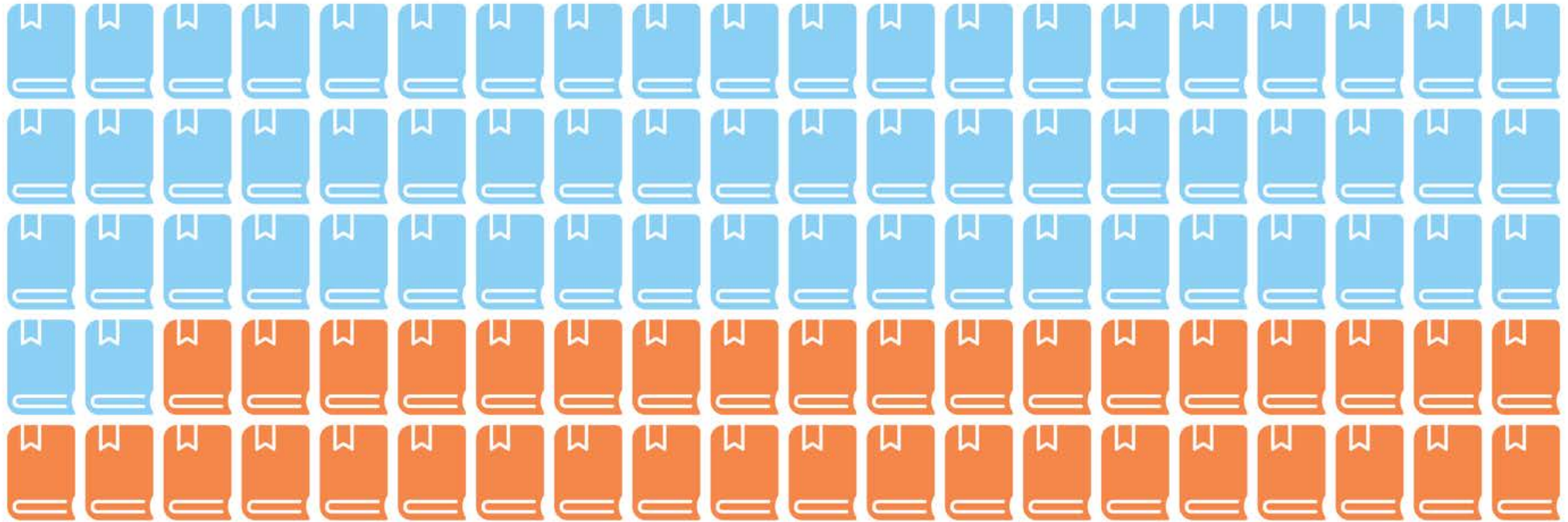
=



Average Circ per Capita = 24

# Circulation '22-'23

Total Circ 132,922



Resident Circ 71,172



Non Resident Circ 61,750





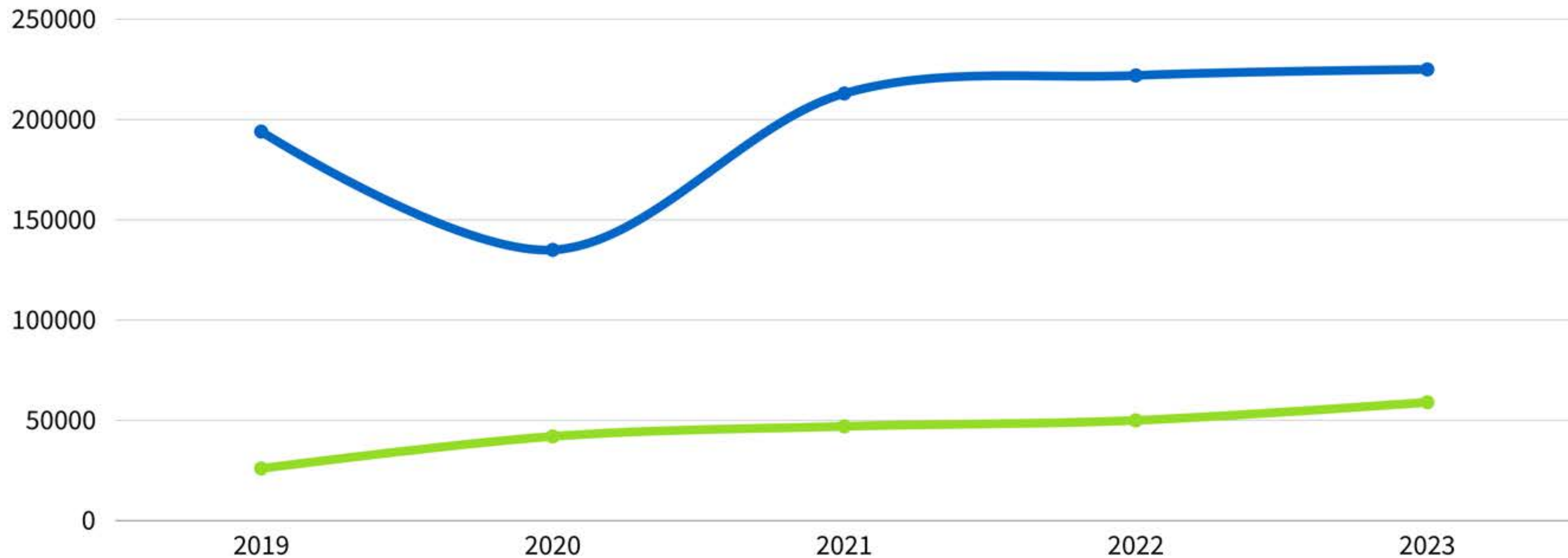
# Circulation Trends



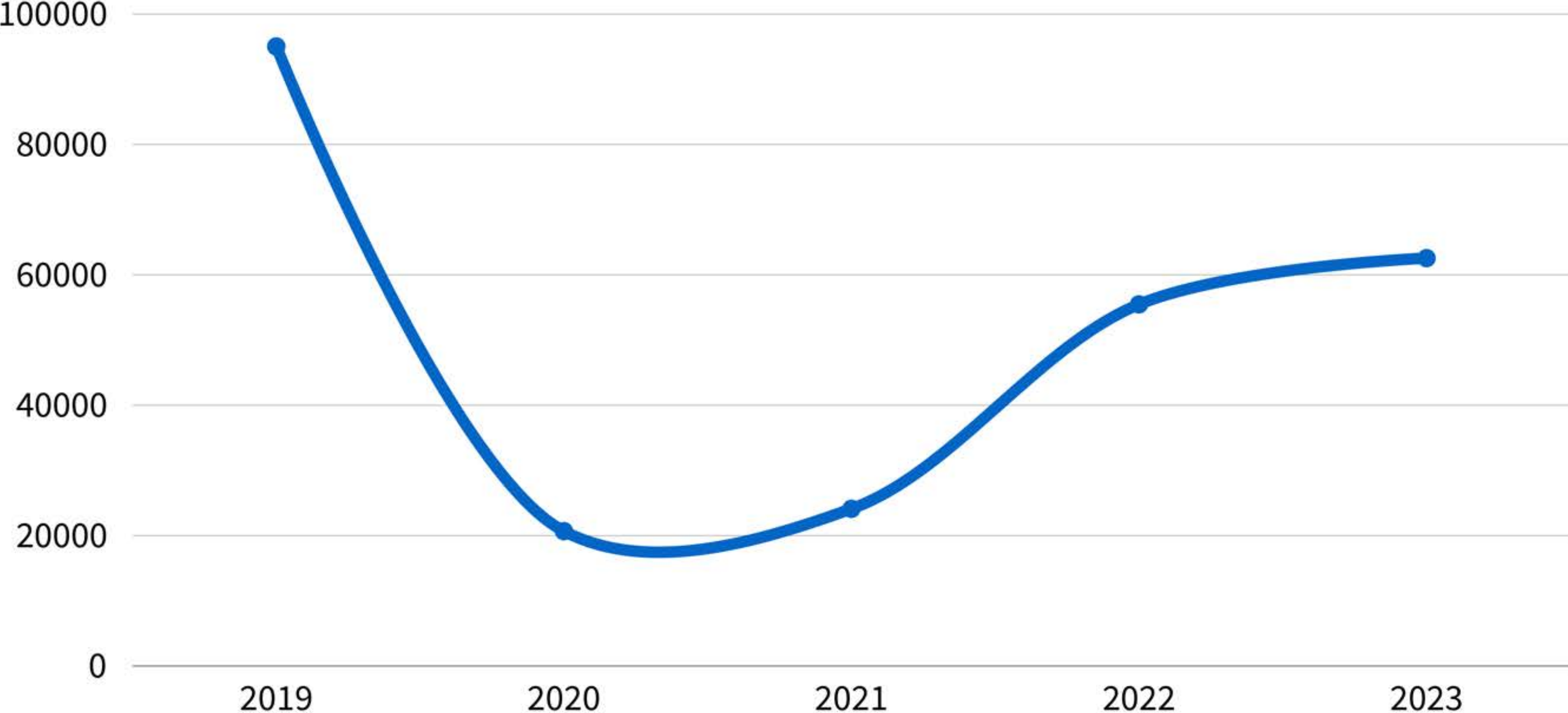
TOTAL CIRCULATION



DIGITAL CIRCULATION

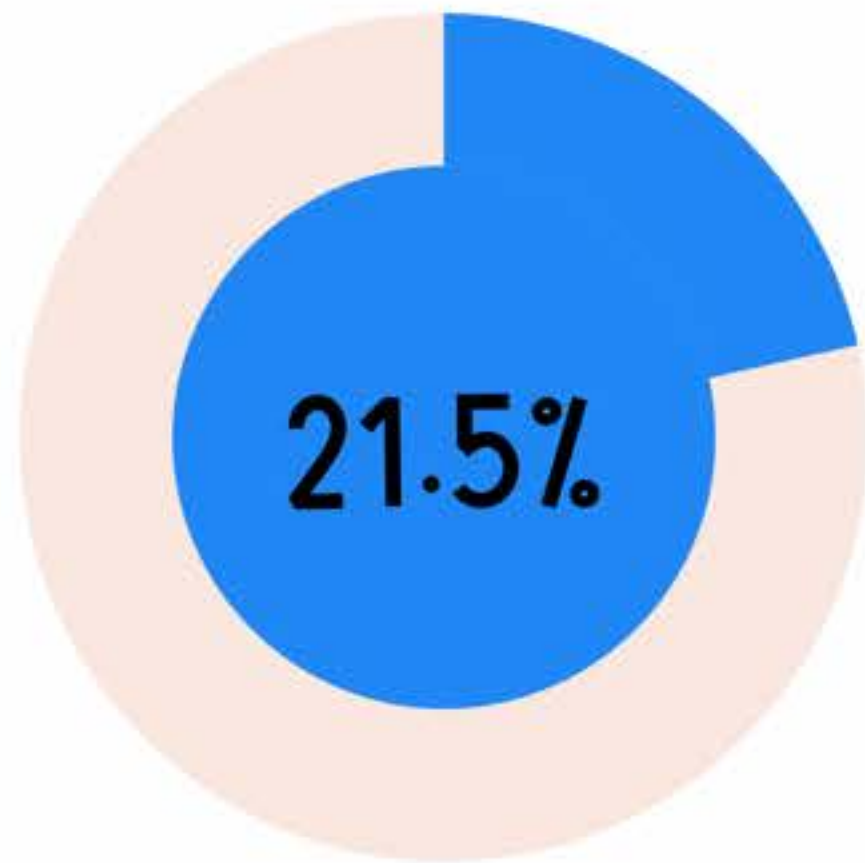


# Door Count

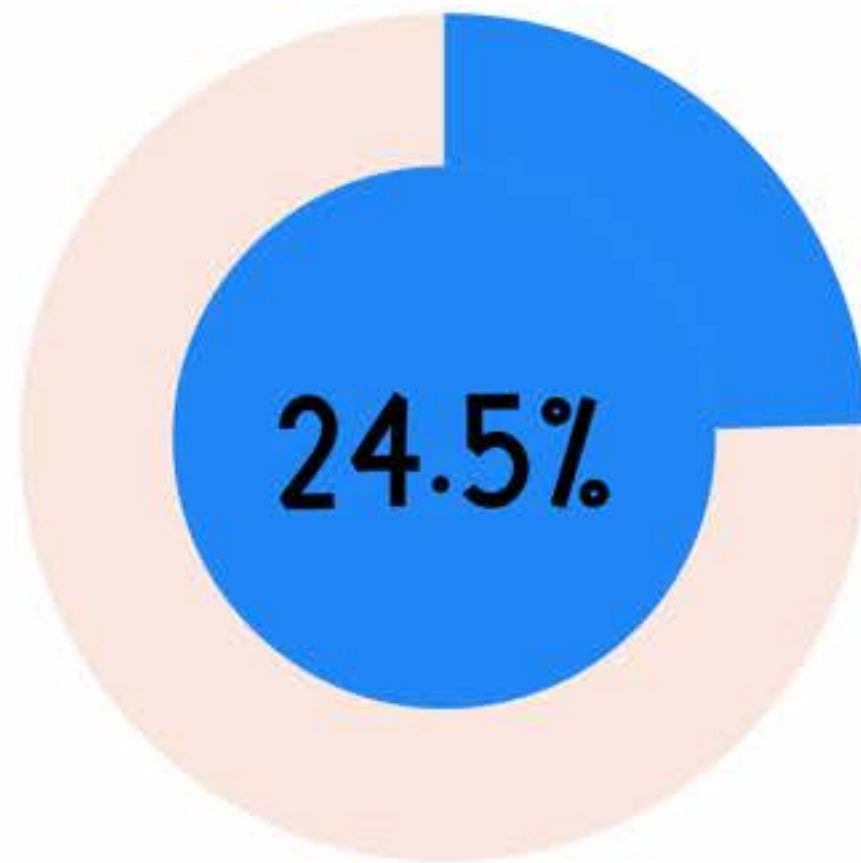


# % Salary Increases

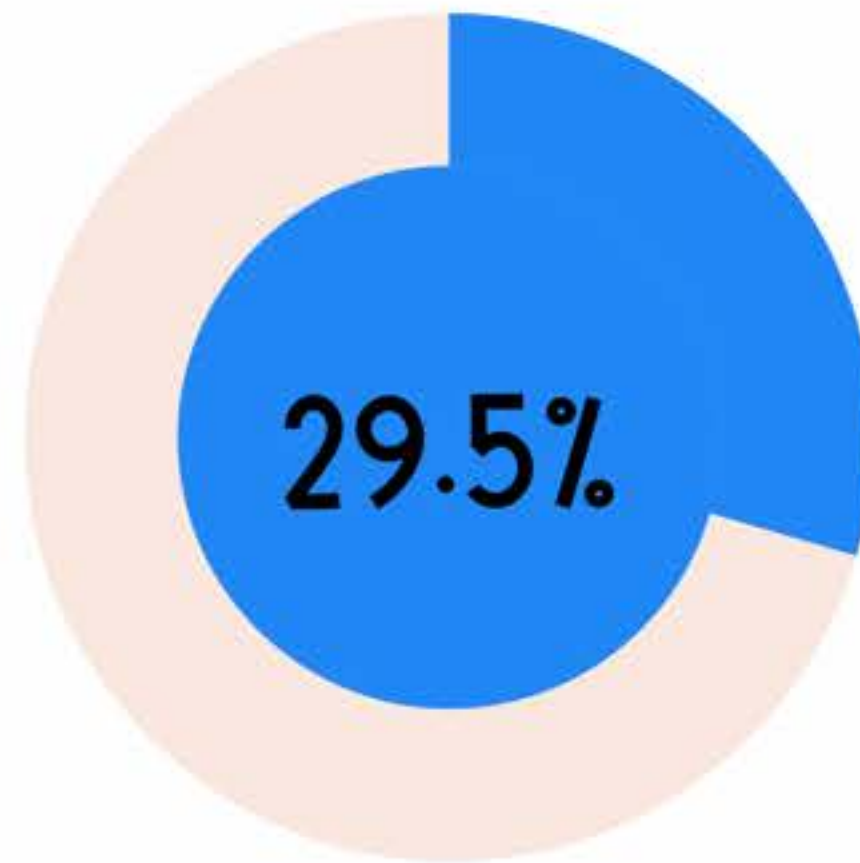
Six Year Total Increases  
FY 2018-19 through FY 2023-24



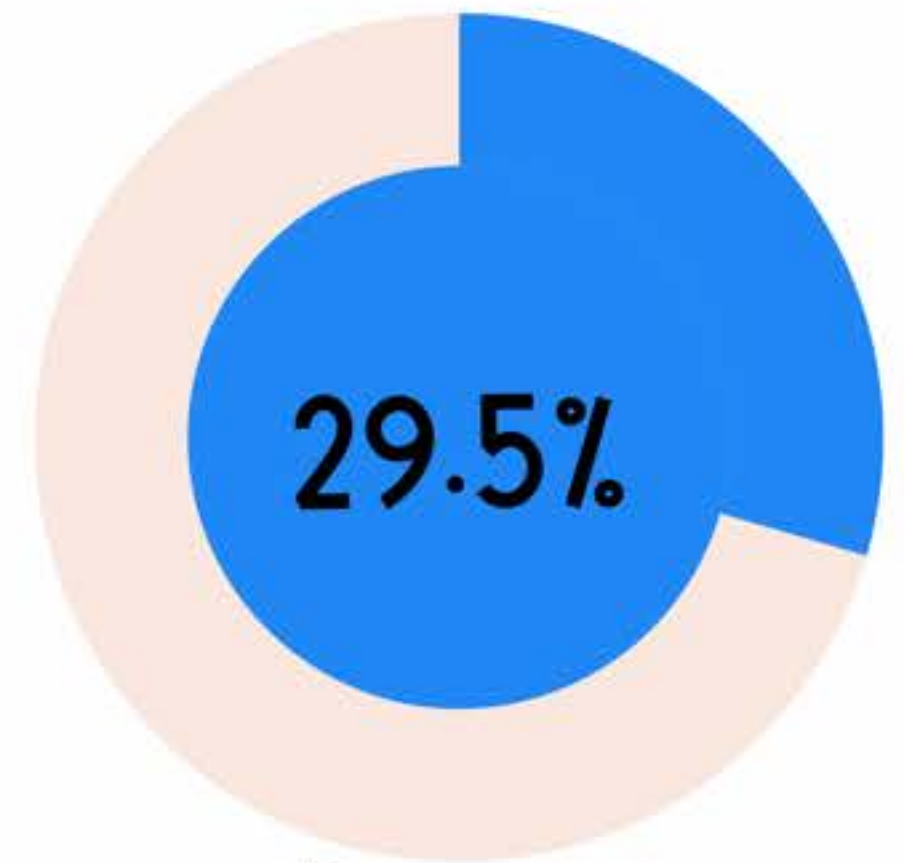
**Director**



**Librarian**



**Senior Library  
Assistant**



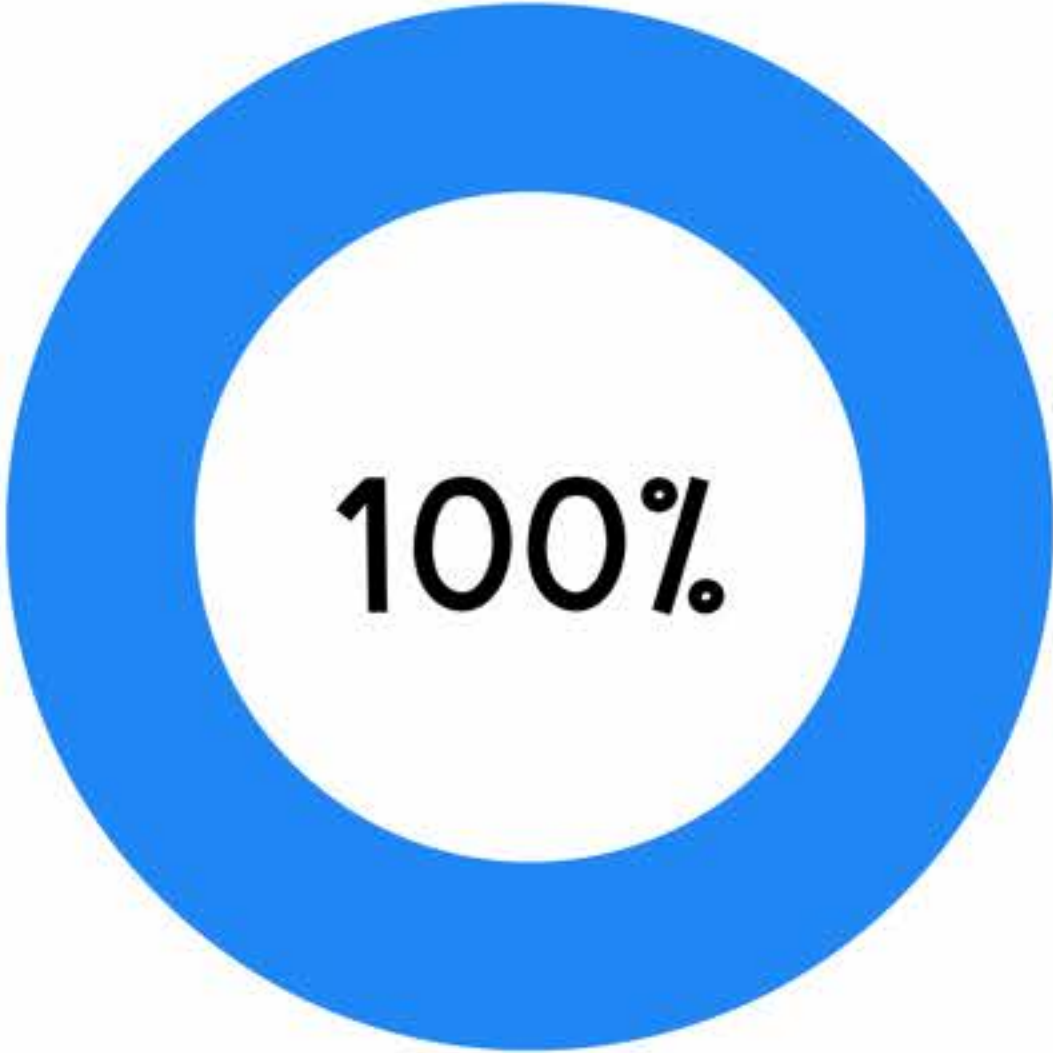
**Library  
Assistant**

# Remote Work



0%

Staff working remotely  
before 2020.



100%

Full-time staff working  
remotely at least  
8 hours per week in 2024.

# Time to Connect

Monthly Hour-long  
1:1 Meetings with Molly

Monthly 1.5-hour  
All-Staff  
Morning Meetings

Annual Full-day  
All-Staff Training

Informal Morning  
Socializing + Check-ins

Weekly Check-ins for  
Short Term Projects

Daily 15-Minute  
All-Staff Meetings

Open-door Director's Office

Open Floor Staff Workspace  
with a Respectful  
"Yes and..." Work Culture

Communication board  
in workspace

# Dreaming of Slowness

What is a time in your life that you felt slow?

Slow, as in relaxed, unhurried, and entirely content to be where you were.

Let your mind wander around your memories of that place and time. Take notes and make doodles to help you access this memory.

What did this time of slowness look like? What did it smell like?  
How did it feel in your body?



# MOLLY CARLISLE

she/her

**Director at GHCL since 2018,  
librarian since 2001**

## Favorite Authors

**Aubrey Gordon**

**Elly Griffiths**

**Samantha Irby**



# CASEY LANDAU

**they/them**

**Librarian at GHCL since 2018,  
library worker since 2006**

## **Favorite Authors**

**Phoebe Wahl**

**Sophie Strand**

**adrienne maree brown**







**KATE FARRAND**

**she/her**

**Tech Services & Cataloging since 2013**

**Favorite Authors**

**Martha Wells**

**Shirley Jackson**

**Becky Chambers**



# Your instructors



**Desiree Adaway:: she/her**



**Ericka Hines:: she/her**



**Jessica Fish:: she/her**

## Some Antidotes to White Supremacy Values



make sure you and/or your community or organization has a values statement that expresses the ways in which you want to do your work; create this as a living document that people use in their day to day work;

- look for ways to measure process goals (for example if you have a goal of mutually respectful relationships, think about ways you can measure how you are living into that goal);
- learn to recognize those times when you need to go off the planned agenda in order to address people's underlying concerns with the knowledge that doing so will result in a more solid product in the long term;
- distinguish between growth, which is necessary and organic, and the conditioned desire for "more" - more stuff, more transactional power, more people, more ... for its own sake;
- consider adding measures that keep you grounded in what's important - how many times did we laugh together today? how many times did we express gratitude? how many times did we allow silence? how many times did we allow dissent?

## Antidotes to a sense of urgency include:

- realistic workplans based on the lived experience of the people and organization involved;
- leadership who understands that everything takes longer than anyone expects;
- a commitment to equity, including a commitment to discuss and plan for what it means to embed equity practices into the workplan;
- a commitment to learn from past experience how long things take;
- collaborative development of realistic funding proposals with realistic time frames;
- clarity ahead of time about how you will make good decisions in an atmosphere of urgency (including clarity about what constitutes a "good" decision);
- an understanding that rushing decisions takes more time in the long run because inevitably people who didn't get a chance to voice their thoughts and feelings will at best resent and at worst undermine a decision where they were left unheard;
- developing a personal and collective practice of noticing when urgency arises and taking a pause to deliberate with thoughtfulness and intention about the nature of the urgency and the range of options available to you.

# Garden Home Community Library

# *Values*

E q u i t y

Collaboration

Kindness

Wellbeing

Working as a Team

Learning

Contributing to  
Healthy Relationships

Sharing Goals

Being Flexible

Practicing  
Healthy Habits

Appreciating Ourselves  
& Each Other

Taking Responsibility

Prioritizing Sustainability

Equity through Collaboration, Kindness, and Wellbeing

# Garden Home Library Values

## *Equity*

We define equity work as learning to see and dismantle dominant culture's harmful value systems in our lives, in our communities, and in our workplaces.

We recognize that the community of Garden Home contains a higher-than-average percentage of people with "dominant culture" (straight, cisgender, white, male, wealthy, predisabled) paradigms and identities, and this places our community in a unique position of unearned privilege and power.

At the Garden Home Library, our values are rooted in equity work and a commitment to antibigotry and creating space for BIPOC (Black, Indigenous, People of Color), LGBTQIA (lesbian, gay, bisexual, transgender, queer, intersex, asexual), disabled, chronically ill communities and others who are marginalized or targeted by dominant culture's harmful value systems.

The action points in our Values Statement are informed by Tema Okun's antidotes to white supremacy described in her article *Characteristics of White Supremacy Culture*.

The Garden Home Library plays an integral role in doing equity work in

Garden Home, as we connect our community to resources, programs, and one another.

## Garden Home Library Values

# **Collaboration**

### Working as a Team

Make time for both group work and solo work.

Devote resources to developing staff communication and collaboration skills.

Center groupness as we evolve new ways of communicating and sharing feedback.

### Sharing Goals

Work to identify and collaboratively accomplish shared goals.

Take time to notice and acknowledge in what ways working together improves performance.

When goals are not being achieved, make time to problem solve together.

### Appreciating Ourselves and Each Other

Recognize that we have value as employees regardless of our achievements.

Make time to celebrate one another: the work we do AND who we are.

Find ways to show that people's work and efforts are appreciated.

## Garden Home Library Values

# **Kindness**

### Learning

Expect that we will all make mistakes.

See our mistakes as opportunities for learning.

Share our mistakes AND our successes, so we can learn from one another.

### Being Flexible

Be individually and collectively nimble and "pivot-ready."

Always be looking for ways to adapt to changing patron needs.

Build wiggle room into all plans.

### Taking Responsibility

Make sure everyone knows and understands their level of responsibility and authority in the organization.

We draw healthy boundaries so when we go home, we are able to leave our work at work.

## Garden Home Library Values

# **Wellbeing**

### Establishing and Maintaining Relationships

Never assume that you or your organization know what's best for the community in isolation from meaningful relationships with that community. Discuss and plan for what it means to set goals of inclusivity and diversity. Value the experts and community anchors in our wider professional network (WCCLS, OLA, PDXmetro).

### Practicing Healthy Habits

Pace ourselves and resist a sense of urgency.

Create enough space in our work schedules to enable reflection, wellbeing, and creativity.

Be willing to get off the agenda in order to address people's underlying concerns.

### Prioritizing Sustainability

"Seventh Generation" thinking: ask how the actions of the group now will affect people, and our local ecosystems, seven generations from now.

Make sure that any cost/benefit analysis includes all the costs. Include process goals in your planning.

# A slow library is

Antiracist, responsive, values-driven

Rejection of neoliberal values

Workers focused on relationship building, learning & meeting patron needs, providing equitable service

Org culture focused on learning, reflection, collaboration, solidarity, valuing all contributions, supporting staff as whole people



Meredith Farkas, Author, Information Wants to be Free



# Slow Librarianship is Good, Human(e), and Thoughtful.

**Good** – Being good begins by recognizing that libraries have not always been good for everyone. This requires bringing in critical practice, where we identify, question, and ultimately dismantle structures, practices, policies, and assumptions that oppress, exploit, exclude, or otherwise cause harm to our patrons or library workers. To become an antiracist library, library workers must look within the organizational structures of the library to see how white supremacy culture operates and then find new ways of communicating, organizing ourselves, and practicing librarianship that center BIPOC. Slow libraries are driven by their values over a desire to innovate or produce visible wins, and priorities will be determined based upon a deep understanding of the needs of patrons and how in-line they are with library values. They also center the needs of those with the greatest need in their communities and judge themselves by how they serve those most marginalized.

**Human(e)** – In humane organizations, library workers are supported as whole people with bodies and responsibilities and limitations beyond the workplace. Managers recognize the humanity of their employees and workers are viewed as more than just what they produce in a given week. Humane managers care about the well-being of their employees and foster environments where all staff feel a sense of psychological safety and feel supported in setting boundaries that nurture their well-being. Workers feel like they can be their real, human selves at work and can take time when they are struggling with their physical or mental health or are caring for someone else. A slow library rejects productivity culture and recognizes that creativity and valuable gains often come from fallow time and time spent building relationships within the workplace and in the community. Building relationships in the community that help us better understand and support our patrons is particularly valued, and managers recognize that relationship and partnership-building takes time. Slow workplaces also encourage collaboration and collective care through its structures and reward systems.

**Thoughtful** – A slow organization is a contemplative organization that encourages employees to slow down. In the absence of a sense of urgency, workers are less afraid of failure and are able to value process over product, especially the collaborative learning that comes from projects when people slow down. The organization is a learning culture where workers want to know more about their patrons' needs and how they use the library, are given time and funding to learn and grow, and come together as an organization to reflect and learn. A thoughtful organization embraces a culture of appreciation and gratitude where the focus is on finding and highlighting the good things workers do.

-Meredith Farkas, What is Slow Librarianship?,  
<https://meredith.wolfwater.com/wordpress/2021/10/18/what-is-slow-librarianship/>



# Slow Librarianship

What does this mean for STAFF: Seeing each other as people

Collaborating between  
colleagues/departments

Emphasizing a  
lack of urgency

Adjusting  
workloads &  
adding remote  
work

Making time to  
connect as  
humans

Leadership that  
respects & listens  
to staff

Using several  
methods to improve  
communication

Prioritizing  
wage  
increases!!

Honor uniqueness  
& play to strengths

Putting value on  
maintenance work

# Slow Librarianship

What does this mean for PATRONS: Do less, better

Lack of bureaucracy means  
we can make things  
happen ourselves

Partnering with  
other organizations

Passive programs that patrons  
can "attend" at any time

Creative freedom  
to build a library where  
patrons feel at home

Making time for meaningful  
community connections

Optimizing Hours

Paying attention &  
responding quickly to  
community needs

"Pop-Up" Book Bike  
events in the  
neighborhood

# FEBRUARY 2020

SUN	MON	TUE	WED	THU	FRI	SAT
						1 DROPP-IN CRAFTS *10 AM - 12 PM
2	3	4 BOOK BABIES *10:30 - 11 AM NERD NIGHT TRIVIA (ADULTS) 6:30 - 8:30 PM	5 CRAFTERNOON TEA (ADULTS) 2 - 4 PM FAMILY STORYTIME *6 - 6:30 PM	6	7 FAMILY KARAOKE 6 - 7:30 PM	8 DROPP-IN STEAM (AGE 3+) *10 AM - 12 PM ★ DROPP-IN WII U (FAMILIES) 12 - 2 PM
9	10	11 BOOK BABIES *10:30 - 11 AM ★ BOOK GROUP (ADULTS) 12:30 - 2 PM & 7 - 8:30 PM	12 VALENTINE CARD MAKING (FAMILIES) 3 - 4:30 PM BOARD GAME NIGHT (ADULTS) 6 - 9 PM FAMILY STORYTIME *6 - 6:30 PM	13 TEEN BOOK GROUP 5:30 - 7 PM	14 ★ SPEED FRIENDING (ADULTS) 6 - 7:30 PM	15 DROPP-IN CRAFTS *10 AM - 12 PM ★ UKULELE PARTY (ALL AGES) 11 AM - 12 PM
16	17 PRESIDENTS DAY LIBRARY CLOSED	18 BOOK BABIES *10:30 - 11 AM ★ GARDEN HOME JAMS: LOVE SONGS 2:30 - 4 PM ★ ORGANIZING MASTERCLASS 7 - 8:30 PM	19 CRAFTERNOON TEA (ADULTS) 2 - 4 PM FAMILY STORYTIME *6 - 6:30 PM	20 READ TO A DOG (FAMILIES) *4-6:15 PM	21 ★ FILM NIGHT (ADULTS) MAIDEN 6 - 8 PM	22 DROPP-IN STEAM (AGE 3+) *10 AM - 12 PM LEGO CLUB (FAMILIES) 1 - 3 PM
23	24	25 BOOK BABIES *10:30 - 11 AM WRITER'S GROUP (ADULTS) Call to sign up. 6:30-8 PM	26 FAMILY STORYTIME *6 - 6:30 PM	27 ★ HANDS AND HEARTS DRUMMING (FAMILIES) 3 - 4 PM	28	29 LEAP DAY CRAFT (FAMILIES) *10 AM - 12 PM

### LIBRARY HOURS

SUNDAY	11 AM—3 PM
MONDAY	9 AM—8 PM
TUESDAY	9 AM—8 PM
WEDNESDAY	9 AM—8 PM
THURSDAY	9 AM—8 PM
FRIDAY	9 AM—6 PM
SATURDAY	9 AM—3 PM

### KEY

- ★ **Featured event.**  
See reverse for more information.
- \* **Hosted in the Library.**  
All events without "\*" are hosted in the Annex.



More information about library events on our website:  
[www.gardenhomelibrary.org](http://www.gardenhomelibrary.org)

## FEBRUARY FEATURED EVENTS

MORE EVENTS & INFORMATION ON THE GARDEN HOME LIBRARY WEBSITE

[www.gardenhomelibrary.org](http://www.gardenhomelibrary.org)

2/8 Drop-In Wii U 12 - 2 pm



Families, come play MarioKart and Super Smash Bros with us!

2/11

Tuesday Book Group

NEW: Two options!  
12:30 - 2 pm  
&  
7 - 8:30 pm



This month's book:  
*Trask* by Don Berry

2/14 Speed Friending  
6 - 7:30 pm



For adults age 18+.  
Call the Library to register.

2/15 Ukulele Party!  
11 am - 12 pm



With Aaron Carwell.  
All ages. Ukcs provided.  
Beginners welcome!

2/18 Garden Home Jams:  
Love Songs 2:30 - 4 pm



Sing, play, or listen at our new song circle for all abilities.

2/18 Organizing Masterclass  
7 - 8:30 pm



An interactive presentation with professional organizer Patti Pierson.

2/21 Film Night:  
Maiden  
(2019, PG, 97 minutes)  
6 - 8 pm



2/27 Hands and Hearts  
Drumming 3 - 4 pm



Drumming stories, rhythm fun, and a hands-on drum circle for families.

# Pre-2020 Programming

# Post-2020 Programming



## **Saturday Craft: Friendship Bracelet Kits**

Sat, Mar 2, 2024, 9:00 AM – Sat, Mar 30, 2024, 3:00 PM

Garden Home Community Library ([map](#))

Every Saturday in March, take home a friendship bracelet kit. We'll feature a new design every week! Available while supplies last.



## **Family Storytime**

Saturday, March 16, 2024

10:00 AM – 10:45 AM

Garden Home Community Library ([map](#))

Every Wednesday and Saturday at 10:00 am, join Garden Home Community Library for a live and in-person storytime.

Our storytime books and activities are ideal for kids ages 3-8, and the entire family is welcome to join in the fun. Together, we will read, write, sing, talk, and play-- these are five fun and powerful ways to strengthen the skills that we use when we read.



## **Family Storytime**

Wednesday, March 20, 2024

10:00 AM – 10:45 AM

Garden Home Community Library ([map](#))

Every Wednesday and Saturday at 10:00 am, join Garden Home Community Library for a live and in-person storytime.

Our storytime books and activities are ideal for kids ages 3-8, and the entire family is welcome to join in the fun. Together, we will read, write, sing, talk, and play-- these are five fun and powerful ways to strengthen the skills that we use when we read.

# Passive Programs

**ART**

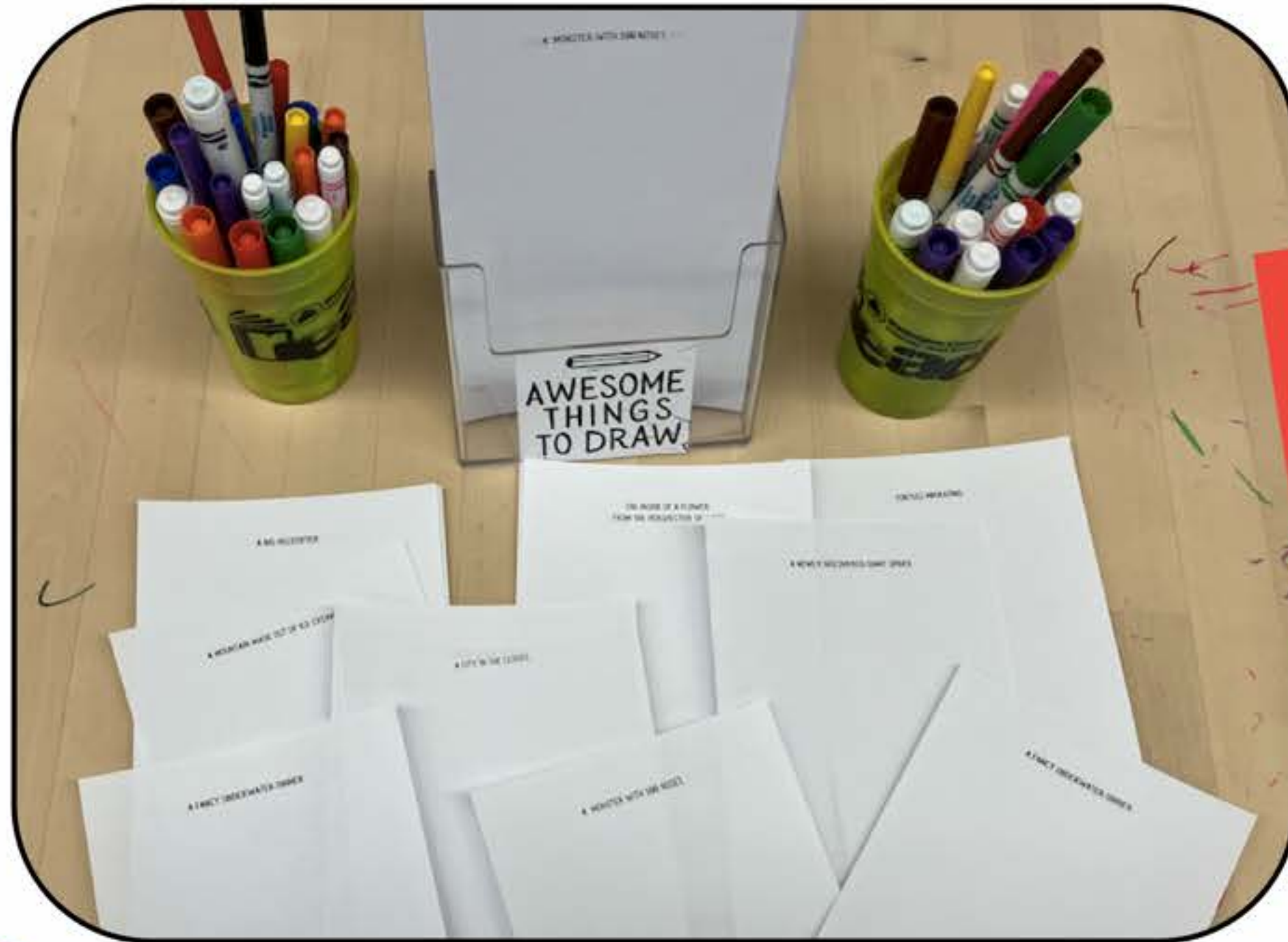
**BOOKS**

**KITS**

**PLAY**

ART

# Art Station



# Interactive Bulletin Boards

ART



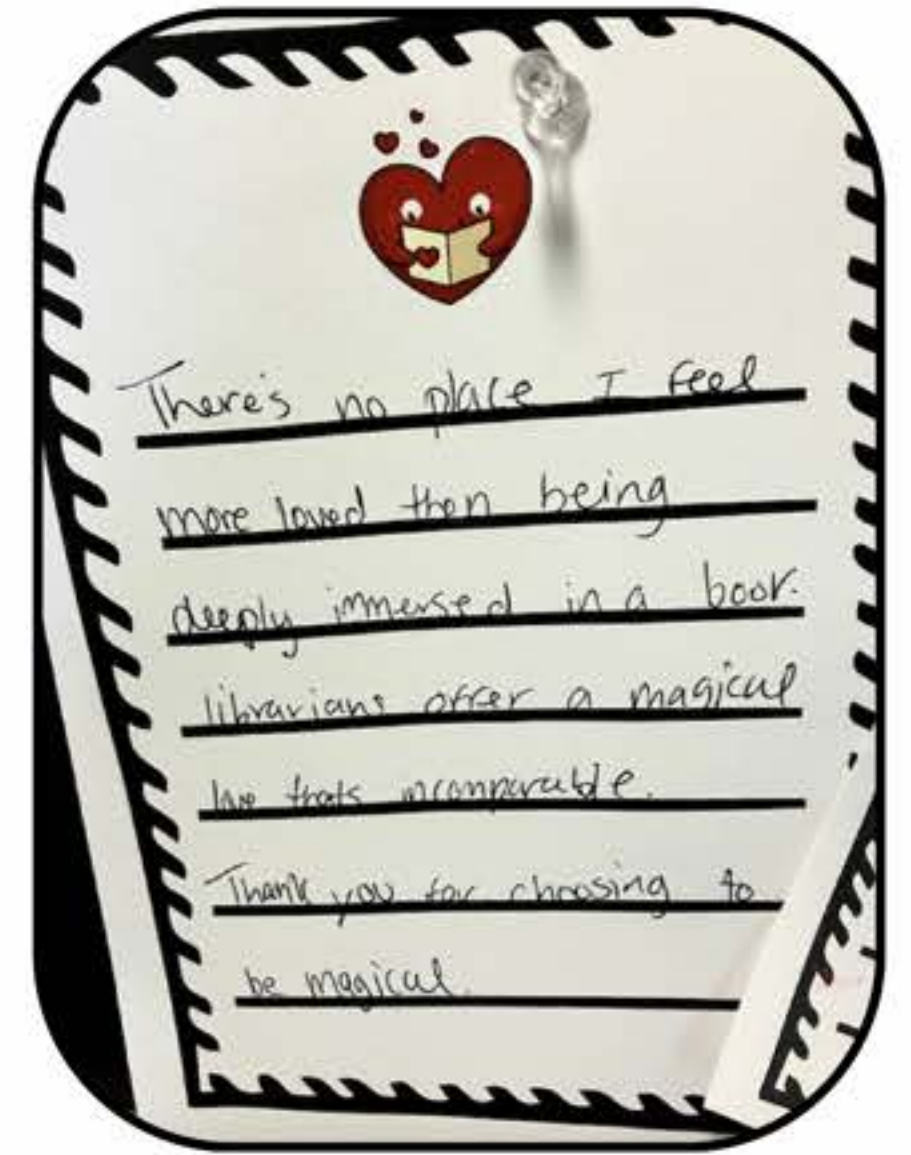


# ART

## Interactive Bulletin Boards

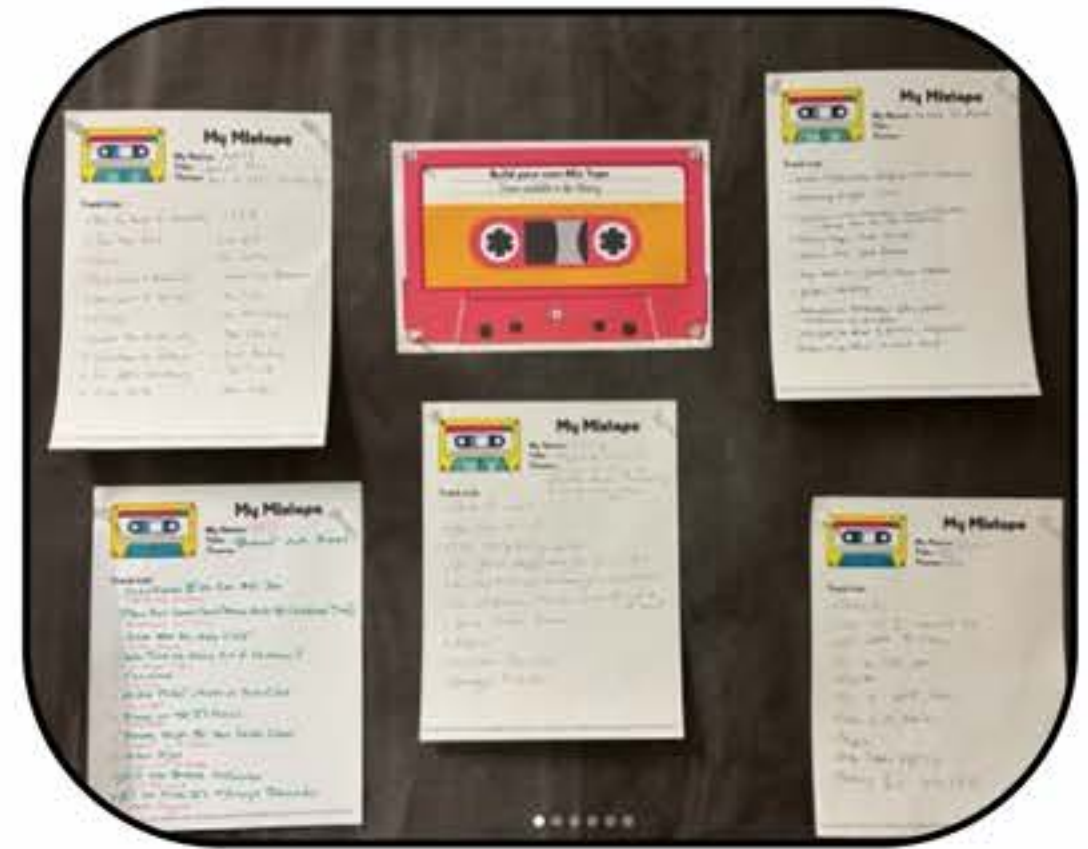
What I love about the library is...

My favorite library memory is...



# ART

## Interactive Bulletin Boards



# KITS

## Weekly All-Ages Craft Kits



# KITS

## Weekly All-Ages Craft Kits




\$9.50


Halloween Printable coloring masks Set of 8  
Butterfly, Frankenstein, Mummy, Werewolf, V  
Bat, and Sugar Skull Class Activity

KudzuMonster 

Buy it now |  ...9312


Add to cart

 Add to collection

 **Star Seller.** This seller consistently earned 5-  
shipped on time, and replied quickly to any r  
received.

### Item details

 Digital download

 Digital file type(s): 1 PDF

# KITS

## Weekly All-Ages Craft Kits



# KITS



PLAY

# Toys



PLAY

# Scavenger Hunts





# BOOKS

## Book Lists, Book Displays, Summer and Winter Reading





**Building Relationships**

# **Outreach**

**Expanding Our Connections**

# Outreach with THPRD



# Outreach with THPRD

## MARHABA

**Saturday, April 29 • 11 am - 3 pm**  
**Garden Home Recreation Center**

This event is a collaboration with the Arabic House of Oregon and the Garden Home Community Library

*National*  
**Arab American**  
*Heritage Month*

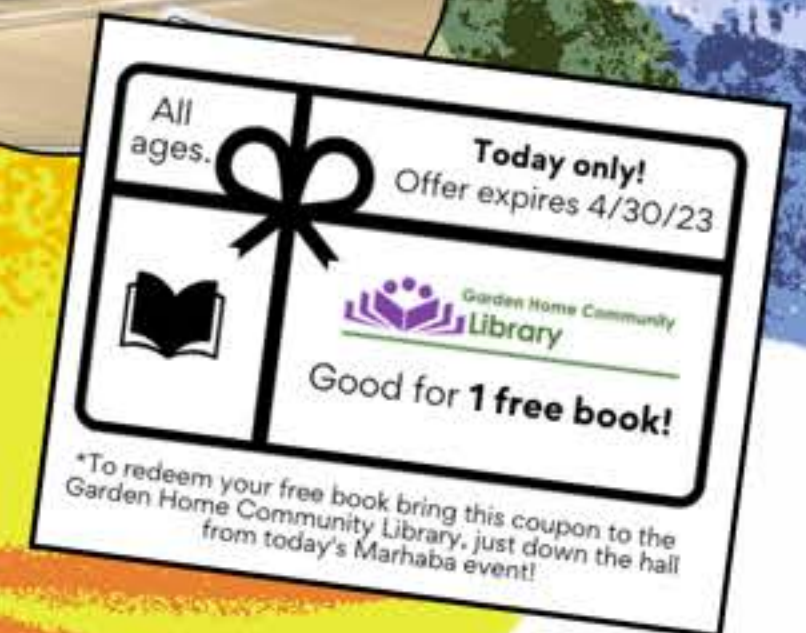


Celebrations Hosted  
by GH Rec Center

Marhaba Arab  
Cultural Celebration,  
Día de los Niños,  
Black History 101,  
Afghan Welcoming,  
LGBTQIA+ Pride,  
Accessible Art Night  
Bilingual Storytime



# Outreach with THPRD



# School Outreach



# Book Bike

Funded by Washington County's  
Aging with Connection CHIP Committee



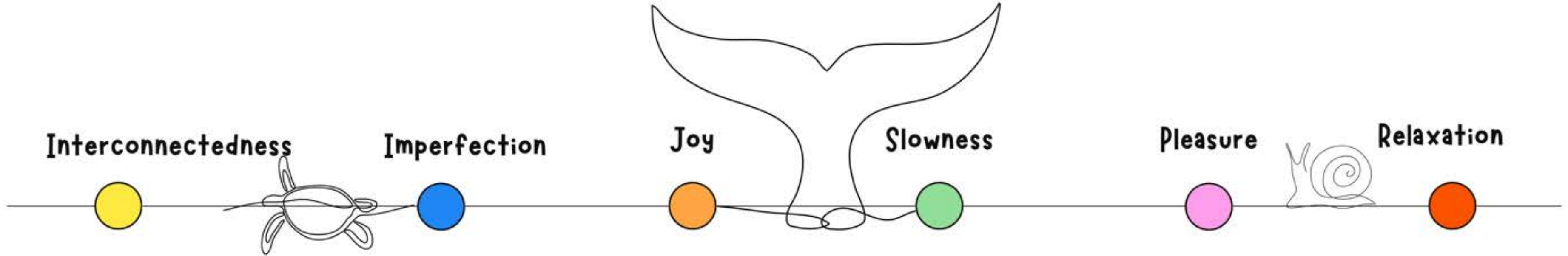
“With my spell, I drew a map of the future I wanted, then I took those defined lines and pulled them across time, dragging them into the present. Time bends very easily; you can fold it like this with little trouble. So. The spell is to make that future real, which can be done because you are not powerless, and the only thing that needs to be done in the here and now is to make the work.”

— Akwaeke Emezi





# What future do you want?



How will that future feel in your body?  
Have you ever felt that way before?



826 Valencia. *642 Things to Draw: Young Artist's Edition*. Chronicle Books, 2017.

Adaway, Desiree. *Whiteness at Work* online training. 2020. <https://whitenessatwork.com>

Akomolafe, Bayo. "Dr. Bayo Akomolafe on Slowing Down in Urgent Times (ENCORE)." in Young, Ayana: For the Wild podcast, 4 May 2022, <https://forthewild.world/listen/dr-bayo-akomolafe-on-slowing-down-in-urgent-times-encore-285>

brown, adrienne maree and Sonya Renee Taylor. *Journal of Radical Permission*. Berret-Kohler Publishers, 3 May 2022.

Emezi, Akwaeke. *Dear Senthuran: A Black Spirit Memoir*. Riverhead Books, 8 June 2021.

Ettarh, Fobazi. "Vocational awe and librarianship: The lies we tell ourselves." In the Library with the Lead Pipe, 2018. <https://www.inthelibrarywiththeleadpipe.org/2018/vocational-awe/>

Farkas, Meredith. "What is slow librarianship?" Information Wants to be Free, 18 Oct. 2021. <https://meredith.wolfwater.com/wordpress/2021/10/18/what-is-slow-librarianship/>

Five Oaks Museum. "This IS Kalapuyan Land." <https://fiveoaksmuseum.org/exhibit/this-is-kalapuyan-land/> Accessed 19 Mar 2024.

Garden Home Community Library. "Garden Home Community Library Values." 2020. [tinyurl.com/ghclvalues](https://tinyurl.com/ghclvalues)

Glassman, Julia. "The innovation fetish and slow librarianship: What librarians can learn from the Juicero." In the Library with the Lead Pipe, 18 Oct. 2017, [www.inthelibrarywiththeleadpipe.org/2017/the-innovation-fetish-and-slow-librarianship-what-librarians-can-learn-from-the-juicero/](https://www.inthelibrarywiththeleadpipe.org/2017/the-innovation-fetish-and-slow-librarianship-what-librarians-can-learn-from-the-juicero/)

Hersey, Tricia. "Rest Life." Youtube. [https://youtu.be/nENorI4rWeU?si=er1F\\_q\\_EH94HvDj](https://youtu.be/nENorI4rWeU?si=er1F_q_EH94HvDj)

Okun, Tema. "(Divorcing) White Supremacy Culture: Coming Home To Who We Really Are." White Supremacy Culture, 2021. <https://www.whitesupremacyculture.info/>

Piepzna-Samarasinha, Leah Lakshmi. *Care Work : Dreaming Disability Justice*. Arsenal Pulp Press, 2018.

# CULTIVATING

# GARDEN HOME

## Slow Librarianship at Work



Molly's email: [mollyc@wccls.org](mailto:mollyc@wccls.org)

Kate's email: [katef@wccls.org](mailto:katef@wccls.org)

Casey's email: [clandau@wccls.org](mailto:clandau@wccls.org)

Visit GHCL at [gardenhomelibrary.org](http://gardenhomelibrary.org)

Email GHCL at [ghcl@wccls.org](mailto:ghcl@wccls.org)

Call GHCL at 503-245-9932

View these slides at [tinyurl.com/GHCLola](http://tinyurl.com/GHCLola)