<u>Library Carpentry 2.0: Advancing Librarianship through Data and Software Skills Training</u>

Introduction

California Digital Library (CDL) is seeking $249,499 in funding through a National Leadership Grants for Libraries Implementation grant to support a 2-year initiative to advance and expand Library Carpentry (LC) activities, providing essential continuing education for librarians, with a particular focus on those from underserved and underrepresented institutions across the US.

Project Justification

In 2017, CDL and The Carpentries successfully secured an IMLS grant to launch the LC initiative. Since then, we have made significant progress, conducting hundreds of training sessions with certified LC instructors, impacting thousands of learners. As we look to the future, we recognize that LC is at a pivotal juncture. We have identified four crucial areas that demand additional investment to ensure the long-term sustainability and growth of the LC community.

- **Expanding Training Modules**: We aim to broaden the scope of training within LC to encompass the field of librarianship. This expansion will enable LC to offer training not only in data and software skills but also in essential areas such as digital preservation, cataloging, data curation, metadata management, etc. By doing so, we will serve a broader audience and address a wider range of critical skills needed in the library profession.
- **Exploring New Training Models**: We seek to explore innovative training models, such as the School of Research Data Science (SoRDS), a collaboration with RDA-US and CODATA. These alternative training options present fresh ways for librarians to engage emerging researchers and facilitate deeper collaboration with researchers and librarians, especially with underserved institutions.
- **Expanding Impact:** Our goal is to target the recruitment and retention of librarians who identify as BIPOC (Black, Indigenous, People of Color) into the LC community. By imparting LC skills to BIPOC librarians, we equip them with essential technical expertise, making them highly desirable candidates for various library and technical roles. This approach aims to draw professionals from diverse backgrounds, thereby enhancing diversity within library staff—a crucial but often overlooked strategy[1]. A partnership with proven outreach approaches such as SoRDS will ensure inclusive participation in LC training opportunities, especially from underserved institutions.
- **Ensuring Organizational Sustainability**: We must address the long-term sustainability of LC within the broader Carpentries community. While we have experienced substantial growth over the past five years, it is crucial to strategize for the continued vibrancy of LC. This requires planning not only within the Carpentries' staff but also through active engagement with the wider library community.

Project Work Plan

We recognize that even modest financial investments can yield significant results. Our initiatives over the past five years have laid the groundwork, and now it is time to solidify and scale these efforts. Our approach to achieving these goals will involve three distinct phases:

- **Outreach and Planning**: Project Team (CDL and The Carpentries staff) will conduct thorough outreach and planning efforts to assess needs, identify partners (such as SoRDS), establish a strategic roadmap for expanding curriculum, and initiate sustainability planning.

- **Implementation**: Project Team led by the Project Coordinator will schedule and conduct updated training modules focused on librarianship topics, utilizing training models such as SoRDS, at selected minority serving institutions.
- **Scaling and Solidifying**: Project Team will focus on scaling successful programs and solidifying our position within the Carpentries community and finalize our community-informed LC sustainability plan, ensuring that LC remains a dynamic and indispensable component of our larger library ecosystem.

The resourcing plan for project activities are structured around:

1. **Project Coordination (30%)**: advocating and reaching out to US library communities, engaging with international LC initiatives, and strategizing training opportunities for librarians across various educational settings.
2. **Curriculum Development (50%):** creating an online catalog of training modules, establishing an open platform for proposing and prioritizing new module topics focused on librarianship-specific topics, and facilitating module development through individual efforts and collaborative "write-a-thons."
3. **Instructor Training (20%):** maintaining a high-quality pool of instructors. The project will host two training events to certify additional librarians as LC instructors as it is crucial at this juncture to ensure the excellence of the LC movement's instructional cadre.

Building on CDL's previous role in introducing LC to a US audience by sponsoring instructor training through our [2017 IMLS grant](), this project seeks to solidify and sustain the LC movement in the US through dedicated coordination and outreach efforts.

Diversity Plan

We believe that it is more effective to propose a project where the Diversity, Equity, and Inclusion (DEI) Strategy is built into the project description and scope, as ours has. We hope that this sets a new precedent for project proposals where DEI is an integral part of the proposed work, providing an opportunity for IMLS to lead the way among national funding agencies in this approach.

Project Results

Library Carpentries adoption across the US will empower information practitioners with the skills necessary to elevate the stewardship of library collections on a national scale. This initiative helps libraries stay relevant for research and scholarship by aligning with IMLS goals through curriculum development, inclusive training, and building data and software literacy communities.

Budget Summary

The total project budget is $249,499 in IMLS funding:
Salaries and Wages $120,529;
Fringe Benefits $48,694;
Travel $43,000
Indirect Costs $37,776.