

IMLS Application Coversheet (RE-245044-OLS)

Laura Bush 21st Century Librarian Program

PROJECT DIRECTOR

Mr. Jeremy Johannesen
Executive Director
6021 State Farm Road
Guilderland, NY 12084-9503
Email: director@nyla.org
Phone: 5184326952

GRANT ADMINISTRATOR

Mr. Jeremy Johannesen
6021 State Farm Road
Guilderland, NY 12084-9503
Email: director@nyla.org
Phone: 5184326952

LEGAL APPLICANT

NEW YORK LIBRARY ASSOCIATION
Guilderland, NY 12084-9503

APPLICATION INFORMATION

Project Title

Addressing Work Related Trauma in Frontline Urban Public Library Staff

Grant period

From 07-01-2020 to 06-30-2021

Project Description

Urban Librarians Unite, in collaboration with the New York Library Association and St John's University, seeks a \$106,225 Laura Bush 21st Century Librarian Program Grant in the National Forum/Continuing Education/Community Catalyst category. This project will explore how public librarians in urban centers experience trauma while providing library services and begin to create a framework for exploring institutional and individual solutions that will enable librarians to continue providing vital library services to communities in need while still caring for their well being.

FUNDING REQUEST

IMLS funds	\$115000.00
Cost share/Match	\$0.00
Total project costs	\$115000.00

INDIRECT COSTS

Rate (de minimis): 10%

AUTHORIZING OFFICIAL

Lauren Comito
ULU Board Chair
Email: librariancrafter@gmail.com
Phone: 646-662-6209

APPLICATION FOR FEDERAL DOMESTIC ASSISTANCE - Short Organizational	
* 1. NAME OF FEDERAL AGENCY: Institute of Museum and Library Services	
2. CATALOG OF FEDERAL DOMESTIC ASSISTANCE NUMBER: 45.313	
CFDA TITLE: Laura Bush 21st Century Librarian Program	
* 3. DATE RECEIVED: 09/27/2019	SYSTEM USE ONLY
* 4. FUNDING OPPORTUNITY NUMBER: LB21-FY20	
* TITLE: Laura Bush 21st Century Librarian Program	
5. APPLICANT INFORMATION	
* a. Legal Name: NEW YORK LIBRARY ASSOCIATION	
b. Address:	
* Street1: 6021 State Farm Road	Street2:
* City: Guilderland	County/Parish: NY
* State: NY: New York	Province:
* Country: USA: UNITED STATES	* Zip/Postal Code: 12084-9503
c. Web Address: http:// http://www.nyla.org	
* d. Type of Applicant: Select Applicant Type Code(s): M: Nonprofit with 501C3 IRS Status (Other than Instit Type of Applicant: Type of Applicant: * Other (specify):	* e. Employer/Taxpayer Identification Number (EIN/TIN): 14-1407060 * f. Organizational DUNS: 0372643550000 * g. Congressional District of Applicant: 20
6. PROJECT INFORMATION	
* a. Project Title: Addressing Work Related Trauma in Frontline Urban Public Library Staff	
* b. Project Description: Urban Librarians Unite, in collaboration with the New York Library Association and St John's University, seeks a \$106,225 Laura Bush 21st Century Librarian Program Grant in the National Forum/Continuing Education/Community Catalyst category. This project will explore how public librarians in urban centers experience trauma while providing library services and begin to create a framework for exploring institutional and individual solutions that will enable librarians to continue providing vital library services to communities in need while still caring for their well being.	
c. Proposed Project: * Start Date: 07/01/2020	* End Date: 06/30/2021

APPLICATION FOR FEDERAL DOMESTIC ASSISTANCE - Short Organizational**7. PROJECT DIRECTOR**

Prefix: Mr.	* First Name: Jeremy	Middle Name:
* Last Name: Johannesen	Suffix:	
* Title: Executive Director	* Email: director@nyla.org	
* Telephone Number: 5184326952	Fax Number:	
* Street1: 6021 State Farm Road	Street2:	
* City: Guilderland	County/Parish: NY	
* State: NY: New York	Province:	
* Country: USA: UNITED STATES	* Zip/Postal Code: 12084-9503	

8. PRIMARY CONTACT/GRANTS ADMINISTRATOR

<input checked="" type="checkbox"/> Same as Project Director (skip to item 9):		
Prefix: Mr.	* First Name: Jeremy	Middle Name:
* Last Name: Johannesen	Suffix:	
* Title: Executive Director	* Email: director@nyla.org	
* Telephone Number: 5184326952	Fax Number:	
* Street1: 6021 State Farm Road	Street2:	
* City: Guilderland	County/Parish: NY	
* State: NY: New York	Province:	
* Country: USA: UNITED STATES	* Zip/Postal Code: 12084-9503	

APPLICATION FOR FEDERAL DOMESTIC ASSISTANCE - Short Organizational

9. * By signing this application, I certify (1) to the statements contained in the list of certifications** and (2) that the statements herein are true, complete and accurate to the best of my knowledge. I also provide the required assurances** and agree to comply with any resulting terms if I accept an award. I am aware that any false, fictitious, or fraudulent statements or claims may subject me to criminal, civil, or administrative penalties (U.S. Code, Title 218, Section 1001)

** I Agree

** The list of certifications and assurances, or an internet site where you may obtain this list, is contained in the announcement or agency specific instructions.

AUTHORIZED REPRESENTATIVE

Prefix: <input type="text"/>	* First Name: <input type="text" value="Lauren"/>	Middle Name: <input type="text"/>
* Last Name: <input type="text" value="Comito"/>	Suffix: <input type="text"/>	
* Title: <input type="text" value="ULU Board Chair"/>	* Email: <input type="text" value="librariancrafter@gmail.com"/>	
* Telephone Number: <input type="text" value="646-662-6209"/>	Fax Number: <input type="text"/>	
* Signature of Authorized Representative: <input type="text" value="Jeremy Johannesen"/>	* Date Signed: <input type="text" value="09/27/2019"/>	

IMLS Supplementary Information Form

PLEASE NOTE: Information contained within this form may be made publicly available.

Applicant Information

The organizational unit performing the activities described in the application is the same as the legal applicant from the SF-424 Short Organizational form. Yes No

Select the institution type that most accurately describes the legal applicant:

Library Association

Funding Request

IMLS funds requested	115,000.00
Cost share/match amount*	0.00
Total costs	115,000.00

* Enter \$0 if the budget includes no cost share or match.

Indirect Costs

Current indirect cost rate(s) have been negotiated with a federal agency.

Select from list:

Rate:

Expiration Date:

Indirect cost proposal has been submitted to a federal agency but not yet finalized.

Select from list:

Rate:

Proposal Date:

Applicant chooses a rate not to exceed 10% of modified total direct costs, and declares it is eligible for the 10% rate.

Applicant chooses not to include indirect costs.

Population(s) Served

Select the target population(s) to be served by the activities described in the application. Choose all that apply.

- | | |
|---|---|
| <input type="checkbox"/> General population | <input type="checkbox"/> Museum and/or library professionals |
| <input type="checkbox"/> Early childhood/Preschool (0-5 years) | <input type="checkbox"/> Native Americans/Alaska natives/
Native Hawaiians |
| <input type="checkbox"/> Middle childhood/Primary school (6-12 years) | <input type="checkbox"/> People with mental or physical challenges/
disabilities |
| <input type="checkbox"/> Adolescents/High school (13-19 years) | <input type="checkbox"/> People who are low income/economically
disadvantaged |
| <input checked="" type="checkbox"/> Adults | <input type="checkbox"/> Rural populations |
| <input type="checkbox"/> Aging, elderly, senior citizens (65+ years) | <input type="checkbox"/> Scholars/researchers |
| <input type="checkbox"/> Ethnic or racial minority populations other than
Native American/Native Hawaiians | <input type="checkbox"/> Unemployed |
| <input type="checkbox"/> Families/Intergenerational | <input checked="" type="checkbox"/> Urban populations |
| <input type="checkbox"/> Immigrants/refugees | <input type="checkbox"/> Other |
| <input type="checkbox"/> Military families | |

Abstract

Enter or paste your abstract below (maximum 3000 characters).

PLEASE NOTE: Information contained within this form may be made publicly available.

Urban Librarians Unite, in collaboration with the New York Library Association and St John's University, seeks a \$106,225 Laura Bush 21st Century Librarian Program Grant in the National Forum/Continuing Education/Community Catalyst category. This project will explore how public librarians in urban centers experience trauma while providing library services and begin to create a framework for exploring institutional and individual solutions that will enable librarians to continue providing vital library services to communities in need while still caring for their well being.

IMLS LIBRARY - DISCRETIONARY PROGRAM INFORMATION FORM

PLEASE NOTE: Information contained within this form may be published online or otherwise shared by IMLS; therefore, please do not include any sensitive, proprietary, or confidential information.

1. Agency-Level Goals and Objectives

Select the IMLS agency-level goal that best aligns with your proposed project. Once you have selected a goal, please select an associated objective.

Promote Lifelong Learning

Build Capacity

Recruitment, Training, and Development of Library and Museum Workforces

Share and Adopt Best Practices and Innovations

Identify Trends to Help Organizations make Informed Decisions

Serve as Trusted Spaces for Community Engagement and Dialogue

Increase Public Access

2. Grant Program

Choose the program to which you are applying. If applicable, you will then be asked to select one choice per mandatory category for the chosen program. Refer to the Notice of Funding Opportunity for descriptions of these options and instructions for how to make selections.

Laura Bush 21st Century Librarian Program

1. Select one:

- Planning
- National Forum
- Project
- Research in Service to Practice

2. Select one:

- Pre-professional
- Master's-level
- Doctoral-level
- Early Career Development
- Continuing Education

3. Select one:

- Lifelong Learning
- Community Catalysts
- National Digital Infrastructures and Initiatives

National Leadership Grants for Libraries

Native American Library Services: Enhancement Grants

Native Hawaiian Library Services

Native American Library Services: Basic Grants

New York Library Association, Urban Librarians Unite, and St. John's University Addressing Work Related Trauma in Frontline Urban Public Library Staff

Summary

Urban Librarians Unite, in collaboration with the New York Library Association and St John's University, seeks a \$106,225 Laura Bush 21st Century Librarian Program Grant in the National Forum/Continuing Education/Community Catalyst category. This project will explore how public librarians in urban centers experience trauma while providing library services and begin to create a framework for exploring institutional and individual solutions that will enable librarians to continue providing vital library services to communities in need while still caring for their well being.

Statement of National Need

As librarians are called upon to provide a wider assortment of non-traditional library services such as mental health first aid, administering Narcan, or providing library security, library staff are experiencing greater exposure to traumatic experiences, personal danger, and professional burnout. There has been an exciting uptick in the research around trauma informed librarianship and how this impacts library services. As Rebecca Miller, editor of *Library Journal* states in a recent article discussing burnout and stress in jobs in libraries "When the core of the work requires radical kindness and connection as it exposes workers to pain and suffering—as it does in our libraries—leaders must recognize the toll that takes and provide support. Self-care does not replace institutional care." (*School Library Journal*, August 27, 2019). While there have been positive conversations around such issues as self-care and vocational awe none of these studies have been focused on the impact upon the front line service provider. Discussions of self care put the onus for engagement and improvement on the individual librarian experiencing trauma and conversations of vocational awe encourage a disengagement with the issues and work which have, for many practitioners, become intrinsic to the work of the engaged public library professional. This study will shift the emphasis away from the individual professionals experiencing trauma and look at what institutions, professional organizations, and coworkers can do to support staff who are experiencing trauma in the midst of the work of modern engaged trauma informed librarianship.

Project Design

Our goals for this project are to appropriately delineate the problem of staff trauma in libraries and provide a framework to move forward for future discussion and best practices. To do that we plan to gather information from urban library staff using focus groups and a short survey, then bring staff together for a 3 day symposium to create a framework for moving forward. This work will be performed by leaders in the Urban Librarians Unite organization who have decades of public library work engaged in trauma response, by the leadership of the New York Library Association who will assist with logistics, by scholars from the St John's University ILS staff, and by a series of fellows from the St John's University graduate school who will support the work of scholars and practitioners as research assistants throughout the process including assisting in the administration and interpretation of focus groups, surveys, and the forum itself. They will be tasked with both administrative duties including note taking and logistics coordination as well as research and data collection.

Focus Groups

We will use a series of focus groups as a way to begin to tease out the issues and experiences of frontline staff in urban centers who may have encountered instances of traumatic public service or abuse on the job. These conversations will not have management present and will be performed in a space of anonymity and confidentiality so that participants can be assured of privacy. There will be separate focus groups for management and administration to share their experiences but these conversations will be kept apart from front line staff in the interest of anonymity for both front line and management privacy.

Survey

The results of the focus groups will inform the creation of a short survey which can be shared widely to a broad cross section of the profession. This tool will include open ended questions, and answers will be used to inform engagement with the issue in the symposium discussion. This survey will be distributed through a variety of online communities, listservs, professional networks, state agencies (ie the New York Library Association & the Virginia Library Association), as well as through large library systems such as the New York, Brooklyn, and Queens Public Libraries. Participants will default to anonymity

and this anonymity will be reinforced as the results come through the academic fellows Participants will be given the option of volunteering for consideration to participate in the final symposium.

National Forum

The Symposium which is at the center of this grant will be a three day event held in a large urban center in the United States in partnership with the local library system. All participants will be given access to the focus group and survey results no less than one month prior to the symposium. It will be set up along the lines of a “hackathon” with a positive mutually supportive environment that works relentlessly toward an answer of yes.

Symposium participants will be recruited from the focus groups and from volunteers who request to be considered in the survey tool. Paraprofessionals will be included in this and there will be representation at the Symposium of non-degree holding library workers. A small number of social workers who have a background working in libraries will be recruited. Administrator level staff including directors will be represented in small numbers to discuss policy possibilities and ways to implement change at organizational levels. These individuals will represent urban public libraries of various sizes from communities across the United States.

Report

The study will produce a report on the issues and ideas exposed in this process. This will include information gleaned from a review of the literature, the results of the survey, feedback from focus groups, and the findings & suggestions from the symposium. This report will be shared with participants, with state and national library association leadership, the leadership of various large urban libraries across the country. The report will also be available for free download from the Urban Librarians Unite, New York Library Association, and St John’s websites.

Partners

The New York Library Association will be offering administrative and fiscal sponsorship for the project. St John’s University will act as a recruitment space for research fellows as well as offer scholarly support and best practices for the survey, focus groups, and symposium. Urban Librarians Unite will provide contacts, research, and practical experience for the issues. Numerous large and important urban libraries have already offered support and commitment to the project including: Sacramento Public Library, Salt Lake City Public Library, Albany Public Library, New York Public Library, Brooklyn Public Library, and Queens Public Library.

Broad Impact

This study will impact public libraries across the United States. Initial research will be focused on urban public libraries in order to provide a focus for the research, but we hope that the process and framework we come up with will be useful in other library contexts. This exploratory project provides the opportunity to create tools and outcomes which will eventually have an impact on public library services as a whole.

Diversity Plan

Urban public libraries serve and in many cases are staffed by diverse populations. Minority members of the profession are often disproportionately subject to abuse from the public as well and this often leads to hidden stressors which make retention of diverse professionals that much more difficult. In order to ensure that those voices are represented and that their needs are considered in our research and results we plan to focus on recruiting participants in our focus groups and for the forum from marginalized populations. We will be actively looking for representation from librarians and library staff of color, neurodiverse makeup, sexual orientation, and gender expression.

Budget & Justification

This project is asking for \$115,000. Of this award \$50,000 will be spent on the symposium, \$9,000 will be offered as honorariums for six graduate fellows at \$1,500 per fellow, \$30,000 will cover Urban Librarians Unites research and administration efforts, \$11,000 will go to the New York Library Association for Indirect costs (6% of total budget), \$5,000 will be spent on printing, marketing, and outreach, and \$10,000 will cover the cost of travel and event costs for the focus groups.