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ABSTRACT

The Committee on Library Services to Ethnic Populations of the Colorado Council on Library Development was charged with developing a comprehensive plan to address library services for the increasing ethnic/culturally diverse populations in the state of Colorado and with identifying possible funding sources to implement the plan. In addition, the committee also wanted to address the need for libraries with service areas consisting of predominantly white populations to sensitize their users to ethnic minorities and their cultures. While the resulting document focuses on four "visible" ethnic populations--African Americans, Hispanics, Asian Americans, and Native Americans--it can be used as a guideline in serving other ethnic/culturally diverse groups in Colorado. In general, the plan applies to public and academic libraries and school library media centers. This document consists of a historical overview of the four ethnic minority populations; contemporary census data of the four groups; the draft of the committee's plan with goals, objectives, and desired outcomes; and a list of committee members. (JLB)

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# LIBRARY SERVICES TO ETHNIC MINORITY POPULATIONS

## LONG-RANGE PLAN

COMMITTEE ON LIBRARY SERVICES TO ETHNIC  
POPULATIONS

Approved by COLORADO COUNCIL ON LIBRARY DEVELOPMENT

August 3, 1993

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2

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## INTRODUCTION

In 1991, the Colorado Council on Library Development (CCLD) officially accepted the long-range planning document of the CCLD Long-Range Planning Committee. One of the goals proposed by the Committee and accepted by CCLD was "to meet the information needs of demographically diverse populations." In order to achieve this goal, CCLD constituted a committee of statewide participants -- the Committee on Library Services to Ethnic Populations. The make-up of the Committee included librarians and non-librarians.

The Committee was charged with developing a comprehensive plan of addressing library services for the increasing ethnic/culturally diverse populations in the State of Colorado and with identifying possible funding sources to implement the plan. In addition, the Committee also wanted to address the need for libraries whose service areas consist of predominantly white populations to sensitize their users to ethnic minorities and their cultures.

In dealing with its charge, the Committee itself went through a philosophical transformation grappling with the broad interpretation of "ethnic and cultural diversity." The Committee knew that they had to narrow the scope of their charge in terms of which diverse groups to consider in this plan.

In examining the multicultural populations in Colorado, it was decided to focus on the "visible" ethnic populations -- African American, Hispanics, Asian Americans, and Native Americans. However, this planning document can be used as a guideline in serving other ethnic/culturally diverse groups in Colorado.

In general, the plan applies to public and academic libraries and school library media centers. However, there are recommendations throughout the plan that may not refer to all three types of libraries. Also, because Colorado's prisons, jails, and juvenile halls are overrepresented by ethnic minorities, the libraries serving the incarcerated were also considered implicitly in this plan.

This entire document consists of an historical overview of the four ethnic minority populations; contemporary census data of the four groups; the draft of the Committee's plan with goals, objectives, and desired outcomes; and a list of Committee members.

**HISTORICAL OVERVIEW OF TARGETED ETHNIC MINORITY GROUPS  
IN EARLY COLORADO**

History is people. What they do creates the legacy for those who follow. The makers of Colorado left a colorful one reflective of the many diverse groups who from time to time inhabited the lands. Following are sketches of those targeted ethnic minority groups -- Native Americans, Hispanics, African Americans, and Asian Americans -- who contributed to the making of Colorado history.

**Native Americans**

The mountain Utes were the first to claim the land now known as Colorado. However, the Cheyennes and the Arapahos hunted and lived off the high plains and eastern slope between the South Platte and the Arkansas Rivers. Relative peace existed until the discovery of gold in Colorado's river beds and the foothills. White miners and settlers swept into Indian lands. Battles ensued. Indians tried to keep their homes; whites tried to establish theirs.

Many treaties were made and broken. Land-hungry settlers refused to recognize the treaties. Through U.S. Government policies the Plains Indians were forced onto reservations in the Oklahoma Territory (1869); the Utes onto reservations in Utah (1889). Today there are two Indian reservations in Colorado (Southern Ute and Ute Mountain Ute in the southwestern part of the state.)

**Hispanics**

Colorado means colorful, red, reddish. The name was applied by the 17th century Spanish explorers to the water of the now-known Colorado River, later to the territory and the state. The Spanish and Mexican influence is still prevalent in Colorado. Before statehood Colorado was part of the Spanish Territory which later became the Mexican Territory upon the defeat of the Spanish in 1821.

The first settlers of European descent to come to Colorado were Spanish-speaking people who came north from New Mexico. They settled Fort Trinidad first (1839). Shortly afterward towns sprang up on the eastern slope of the San Luis Valley. The success of these settlements was due largely to the irrigation system that they instituted. In addition, the herding and mining know-how these Spanish natives brought shaped these two main industries of Colorado. (Until 1988 Spanish, along with English, was an official language of Colorado).

**African Americans**

The appearance of African Americans in Colorado occurred prior to statehood. In fact, this occurred even before the formation of the Colorado Territory. As early as the 1840's black men joined white

pioneers in fur trading, cowpunching, gold-seeking and Indian fighting.

Some served as mountain men and guides. Most notable was James Beckwourth. His discovery of a pass that bears his name helped promote economic development in the west. He also helped to establish Fort Pueblo, an adobe trading post, on the site of present-day Pueblo.

Gold discovery in 1858 on Cherry Creek and the passage of the 1862 Homestead Act ushered streams of whites into Colorado. Blacks came, too, as slaves, homesteaders, miners, cowboys, domestics, railroaders, and construction workers. And, of course, there were the Buffalo Soldiers. Some African-Americans tried to establish all-black colonies. Dearfield, near Greeley, was the best known colony. However, most people settled in Denver, Boulder, Colorado Springs, and Pueblo. Much of the history of African-Americans in Colorado has only recently been recognized and researched.

#### **Asian-Americans**

Chinese and Japanese were the earliest Asians in Colorado history. The Chinese arrived during the 1870's having worked on building the transcontinental railroad through the Rockies. Many worked as miners in Gilpin, Clear Creek, Boulder, Summit, and Park Counties. Later many were forced into the cities (Denver, Colorado Springs, and Pueblo.) They often set up small businesses such as laundries, restaurants, and shops. Anti-Chinese policies prevented their working the mines and lands later.

Around the early 1900's the Japanese arrived. They worked as laborers on railroads and in coal mines. Later many farmed along the Platte River north of Denver and contributed to the sugar beet industry. Others farmed along the Arkansas River east of Pueblo and in the San Luis Valley. The Japanese established communities in several places with Denver being the largest one around Larimer Street. Shops, grocery stores, restaurants, and boarding houses thrived.

During World War II, Japanese Americans were interned at Amachi near Granada, Colorado. As a result, many settled in Colorado. It is only after post World War II that an appreciable number of Southeast Asians, Koreans and Filipinos came to Colorado.

#### **CONTEMPORARY DATA ON TARGETED ETHNIC MINORITY GROUPS**

The preceding overview provided the "flavor" of the history of the four ethnic minority groups in Colorado. More recent 1990 U.S. Census information provides an update on the demographics of the four groups. This information was compiled by the Colorado State Library's Office of Library Research.

1990 U. S. CENSUS FIGURES FOR COLORADO BY ETHNICITY

RLSS	COUNTY	TOTAL	HI SPANIC	NON-HISPANIC				
				WHITE	BLACK	INDIAN	ASIAN	OTHER
	COLORADO	3,294,394	12.9%	80.7%	3.9%	0.7%	1.7%	0.1%
CC	ADAMS	265,038	18.6%	75.0%	3.2%	0.7%	2.4%	0.2%
SW	ALAMOSA	13,617	38.6%	59.2%	0.4%	0.6%	0.7%	0.4%
CC	ARAPAHOE	391,511	5.6%	85.4%	5.8%	0.5%	2.8%	0.1%
SW	ARCHULETA	5,345	23.3%	74.4%	0.1%	1.7%	0.5%	0.1%
AV	BACA	4,556	5.6%	92.8%	0.0%	1.4%	0.2%	0.0%
AV	BENT	5,048	27.2%	71.1%	0.6%	0.5%	0.5%	0.1%
CC	BOULDER	225,339	6.7%	89.5%	0.8%	0.5%	2.4%	0.1%
AV	CHAFFEE	12,684	9.5%	87.9%	1.6%	0.7%	0.3%	0.1%
AV	CHEYENNE	2,397	3.5%	96.2%	0.0%	0.2%	0.1%	0.0%
CC	CLEAR CREEK	7,619	3.3%	95.6%	0.2%	0.3%	0.5%	0.0%
SW	CONEJOS	7,453	59.9%	39.4%	0.1%	0.3%	0.2%	0.2%
SW	COSTILLA	3,190	76.9%	21.6%	0.2%	0.3%	0.9%	0.2%
AV	CROWLEY	3,946	23.1%	68.3%	6.4%	1.4%	0.7%	0.0%
AV	CUSTER	1,926	2.9%	95.6%	0.0%	1.3%	0.2%	0.1%
PF	DELTA	20,980	9.1%	89.8%	0.3%	0.5%	0.2%	0.1%
CC	DENVER	467,610	23.0%	61.4%	12.4%	0.8%	2.2%	0.3%
SW	DOLORES	1,504	3.2%	94.1%	0.0%	2.7%	0.0%	0.0%
CC	DOUGLAS	60,391	3.2%	95.0%	0.6%	0.4%	0.8%	0.0%
TR	EAGLE	21,928	13.3%	85.6%	0.2%	0.5%	0.5%	0.0%
PP	ELBERT	9,646	2.2%	96.3%	0.5%	0.6%	0.4%	0.0%
PP	EL PASO	397,014	8.7%	81.2%	7.0%	0.7%	2.3%	0.1%
AV	FREMONT	32,273	8.5%	87.7%	2.6%	0.8%	0.3%	0.1%
TR	GARFIELD	29,974	5.6%	93.1%	0.3%	0.6%	0.4%	0.0%
CC	GILPIN	3,070	3.6%	94.5%	0.5%	1.1%	0.4%	0.0%
TR	GRAND	7,966	3.1%	95.9%	0.2%	0.4%	0.5%	0.0%
PF	GUNNISON	10,273	3.6%	94.9%	0.6%	0.5%	0.4%	0.0%
PF	HINSDALE	467	0.9%	98.5%	0.2%	0.4%	0.0%	0.0%
AV	HUERFANO	6,009	40.4%	58.2%	0.3%	0.6%	0.2%	0.2%
TR	JACKSON	1,605	7.4%	91.0%	0.0%	1.6%	0.1%	0.0%
CC	JEFFERSON	438,430	7.0%	90.1%	0.7%	0.5%	1.7%	0.1%
AV	KIOWA	1,688	3.3%	96.0%	0.0%	0.7%	0.0%	0.1%
HP	KIT CARSON	7,140	6.6%	92.9%	0.1%	0.2%	0.1%	0.0%
SW	LAKE	6,007	23.9%	74.9%	0.2%	0.5%	0.3%	0.3%
SW	LAPLATA	32,284	11.1%	83.9%	0.2%	4.2%	0.5%	0.1%
HP	LARIMER	186,136	6.6%	90.9%	0.6%	0.5%	1.4%	0.1%
AV	LAS ANIMAS	13,765	44.2%	54.5%	0.2%	0.5%	0.4%	0.2%
PP	LINCOLN	4,529	1.7%	97.4%	0.1%	0.6%	0.2%	0.0%
HP	LOGAN	17,567	7.9%	91.5%	0.1%	0.2%	0.2%	0.1%
PF	MESA	93,145	8.1%	90.2%	0.4%	0.6%	0.6%	0.1%
SW	MINERAL	558	4.8%	94.6%	0.0%	0.5%	0.0%	0.0%
TR	MOFFAT	11,357	6.1%	92.7%	0.1%	0.7%	0.3%	0.0%
SW	MONTEZUMA	18,672	8.6%	80.0%	0.1%	11.0%	0.2%	0.0%
PF	MONTROSE	24,423	11.2%	87.8%	0.2%	0.5%	0.2%	0.1%
HP	MORGAN	21,939	18.4%	80.5%	0.2%	0.4%	0.3%	0.1%
AV	OTERO	20,185	35.2%	62.9%	0.5%	0.6%	0.5%	0.3%
PF	OURAY	2,295	4.5%	95.3%	0.0%	0.1%	0.1%	0.0%
PP	PARK	7,174	2.9%	95.7%	0.5%	0.6%	0.2%	0.1%
HP	PHILLIPS	4,189	4.1%	95.6%	0.0%	0.0%	0.2%	0.0%
TR	PITKIN	12,661	3.8%	94.4%	0.3%	0.4%	1.1%	0.0%
AV	PROWERS	13,347	23.2%	75.5%	0.3%	0.6%	0.3%	0.1%
AV	PUEBLO	123,051	35.8%	61.3%	1.6%	0.5%	0.5%	0.3%
TR	RIO BLANCO	5,972	4.0%	95.0%	0.2%	0.6%	0.3%	0.0%
SW	RIO GRANDE	10,770	40.3%	59.0%	0.0%	0.5%	0.1%	0.1%
TR	ROUTT	14,088	2.5%	96.7%	0.1%	0.4%	0.3%	0.0%
SW	SAGUACHE	4,619	45.6%	51.3%	0.2%	2.6%	0.1%	0.2%
SW	SAN JUAN	745	15.8%	83.2%	0.1%	0.5%	0.3%	0.0%
SW	SAN MIGUEL	3,553	2.8%	96.4%	0.1%	0.3%	0.2%	0.1%
HP	SEDGWICK	2,690	8.6%	89.6%	0.2%	0.4%	1.2%	0.0%
TR	SUMMIT	12,881	2.5%	95.9%	0.2%	0.5%	0.7%	0.0%
PP	TELLER	12,468	2.6%	96.1%	0.2%	0.7%	0.4%	0.0%
HP	WASHINGTON	4,812	2.9%	96.7%	0.0%	0.2%	0.2%	0.1%
HP	WELD	131,821	20.9%	77.4%	0.4%	0.4%	0.8%	0.1%
HP	YUMA	8,954	3.2%	96.3%	0.0%	0.4%	0.1%	0.0%



## LIBRARY SERVICE TO ETHNIC MINORITY POPULATIONS LONG-RANGE PLAN

This long-range plan is in two parts. The first part includes goals and objectives for statewide activity to encourage quality library service to ethnic minority populations. The four targeted populations are African American, Asian American, Native American, and Hispanic. The second part includes desired outcomes of services to be delivered at the local level.

Several activities will be designed to implement this plan. Activities will address many of the objectives. Three specific activities are planned:

Guidelines will be written to assist local libraries in developing their ethnic collections. These guidelines could include:

- o sample collection development policies
- o resource directory
- o bibliography of bibliographies
- o suggestions for services
- o suggestions for needs assessment

Workshops will be planned and implemented by Committee members, State Library staff, and others to assist Colorado librarians in understanding and planning services for ethnic populations. The workshops would include:

- o specific ethnic minorities and their individual cultures
- o common stereotypes of ethnic minorities
- o model orientation program for all new library employees on cultural awareness
- o how to do a community needs assessment relating to ethnic diversity
- o how to work with community groups
- o assisting participants to plan concrete service programs
- o models of successful service programs
- o ideas for celebrations
- o sample selection policies
- o outreach to non-users

Finally, CCLD will be asked to allocate funds for a minority scholarship and to designate projects serving ethnic populations as a Leadership Initiative.

## Library Personnel Training

**GOAL 1: ALL COLORADO LIBRARIES WILL RECRUIT, HIRE, AND ADVANCE ETHNIC MINORITY POPULATIONS.**

### Objectives:

- 1A: Allocate annually from LSCA funds one \$3,000 scholarship for an ethnic minority student to attend an ALA-accredited library school. [CCLD]

Activity: Guidelines for implementation could include a requirement that the applicant work one or two years in a Colorado library or return the money. There could also be a requirement that the recipient make recruitment speeches to minority groups. The CCLD Services to Ethnic Populations Committee would discuss and recommend implementation details.

- 1B: Provide written guidelines to Colorado libraries that will help them in recruitment, placement and retention ethnic minority employees, volunteers, and board of trustee members.

Activity: Develop a self-help manual of procedures and tips for recruitment, retention, placement, and advancement of ethnic minority employees, volunteers and boards

- 1C: Establish and implement a mentoring program for retention and advancement of ethnic minority librarians and paraprofessionals with at least four mentoring teams operating the first year.

**GOAL 2: MEMBERS OF COLORADO'S ETHNIC MINORITY POPULATIONS WILL BE TREATED BY LIBRARY STAFF MEMBERS WITH SENSITIVITY, COURTESY, AND RESPECT.**

### Objective:

- 2: Provide the Colorado library community with adequate cultural awareness training that will enable them to work with ethnic minorities.

Activities: The CCLD Library Services to Ethnic Populations Committee, working with the State Library Staff, would oversee planning and implementation of a series of statewide workshops. These workshops would also implement many of the objectives below. The workshops could include:

- o specific ethnic minorities and their individual cultures



- o common stereotypes of ethnic minorities
- o model orientation program for all new library employees on cultural awareness
- o how to do a community needs assessment relating to ethnic diversity
- o how to work with community groups
- o assisting participants to plan concrete service programs
- o models of successful service programs
- o ideas for celebrations
- o sample selection policies
- o outreach to non-users

### Library Services

**GOAL 3: COLORADO LIBRARIES WILL DEVELOP SERVICES AND PROGRAMS TO MEET THE INFORMATION NEEDS OF ETHNIC MINORITIES AND DESIGNED TO REFLECT DIVERSE CULTURAL VALUES.**

#### Objectives:

- 3A: Develop a model policy statement on library services to ethnic minority populations.  
Activity: Develop statement and disseminate throughout library community.
- 3B: Develop and disseminate a simple model of conducting a needs assessment of ethnic minority populations.
- 3C: Provide training and assistance to local library staff and trustees on developing and implementing services to ethnic minority populations.
- 3D: Designate service to ethnic minority populations as a leadership initiative for LSCA competitive grants in 1995-96. [CCLD]
- 3E: Provide brochures describing Colorado State Library services which will be translated into other appropriate languages.

## Collection Development

GOAL 4: COLORADO LIBRARIES WILL CONTAIN A WIDE VARIETY OF MATERIALS BY, ABOUT, AND IN THE LANGUAGE OF THE STATE'S ETHNIC MINORITY POPULATION

### Objective:

- 4: Write guidelines to assist local libraries in developing their ethnic minority collections.

Activity: Guidelines could include:

- o sample collection development policies
- o resource directory
- o bibliographies of materials (print and non-print)
- o suggestions for services
- o suggestions for needs assessment
- o suggestions for evaluating ethnic minority materials
- o identification of libraries with special ethnic collections
- o list of reviewing sources for ethnic minority materials

## Celebrations

GOAL 5: COLORADO LIBRARIES WILL CELEBRATE THE HERITAGE AND CULTURE OF COLORADO'S ETHNIC MINORITY POPULATIONS

### Objective:

- 5: Develop and package programs on celebrating ethnic heritage at the state level for use by local libraries.

Activities could include:

- o proclamation by Governor
- o calendar of cultural activities
- o showcase of performing artists
- o sample celebrations
- o speakers and lectures

## Partnerships

### GOAL 6: COLORADO LIBRARIES WILL DEVELOP PARTNERSHIPS WITH COMMUNITY GROUPS TO BETTER SERVE ETHNIC MINORITY POPULATIONS

#### Objective:

- 6: Identify potential partnerships with ethnic minority and non-minority organizations and provide examples of model partnerships where available.

Activities: Partnerships could include:

- o publicizing library activities
- o joint programming with community groups
- o contact person with ethnic minority groups
- o volunteers
- o outreach activities by the library
- o seeking recommendations for appointment of ethnic minorities to serve on local public library board of trustees.

## DESIRED OUTCOMES

1. By December, 1996, 50% of Colorado public and academic libraries will adopt a policy statement on library service to ethnic minority populations.
2. By December, 1996, 30% of public and academic libraries and school media centers will conduct a needs assessment of their community's ethnic minorities and develop services that relate those needs to the library's scope and mission.
3. By December, 1996, 70% of libraries that have over 3% of a targeted ethnic minority population in their service area will offer programming, materials, and services to attract and serve that targeted ethnic minority population.
4. By December, 1996, 70% of Colorado libraries' written collection development policies will include a commitment to purchase ethnic and cultural awareness materials and those policies will be implemented.
5. By December, 1996, 70% of Colorado libraries' will offer cultural awareness materials, programs, exhibits, and/or cultural celebrations to their service populations.

6. By December, 1996, 50% of local libraries will establish a working relationship with local ethnic minority and/or other organizations to develop services to ethnic populations.
7. By December 1999, 50% of public libraries that have over 3% of a targeted ethnic minority population in their service area will have appropriate ethnic minority representation on their boards of trustees.

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