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TRIBAL LIBRARIES

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About the Association of Tribal Archives, Libraries, and Museums (ATALM)

ATALM is an international non-profit organization that maintains a network of support for indigenous institutions, provides culturally relevant programming and services, encourages collaboration among tribal and non-tribal cultural institutions, and articulates contemporary issues related to developing and sustaining the cultural sovereignty of Native Nations. For more information, see atalm.org.

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The mission of the Doris Duke Charitable Foundation is to improve the quality of people's lives through grants supporting the performing arts, environmental conservation, medical research and child well-being, and through preservation of the cultural and environmental legacy of Doris Duke's properties. The Foundation’s mission, grantmaking programs, museums and centers are guided by Doris Duke’s will. For more information, see ddcf.org

About the report authors

Miriam Jorgensen is Research Director of the Native Nations Institute at the University of Arizona (nni.arizona.edu) and of its sister program, the Harvard Project on American Indian Economic Development (hpaied.org), programs that work to support tribal sovereignty and self-determination. Britnee Johnston is a Research Analyst at the Native Nations Institute at the University of Arizona.

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Contact for further information

Susan Feller, President
Association of Tribal Archives, Libraries, and Museums
president@atalm.org

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Sustaining and Advancing Indigenous Cultures: Field Surveys & Summits, 2021

Tribal Libraries

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Sustaining and Advancing Indigenous Cultures: Field Surveys & Summits, 2021

Tribal Libraries



In winter 2010-11, the Association of Tribal Archives, Libraries, and Museums' survey of its membership produced the first-ever comprehensive look at the status and needs of the institutions it serves. Findings from that effort provided key data concerning an emerging sector working not only to protect tribal cultural patrimony but to strengthen Native nations' sovereignty. Yet a decade has wrought significant change. In 2021, recognizing the need for updated information, and with financial support from the Doris Duke Foundation, ATALM launched a broad follow-up information-gathering effort. It conducted five separate surveys (focused on tribal archives, tribal libraries, tribal museums and cultural centers, Native artists, tribal libraries' digital inclusion needs) and hosted five complementary online "summits," which invited a broad array of practitioners and allies to participate in needs identification and strategic thinking.

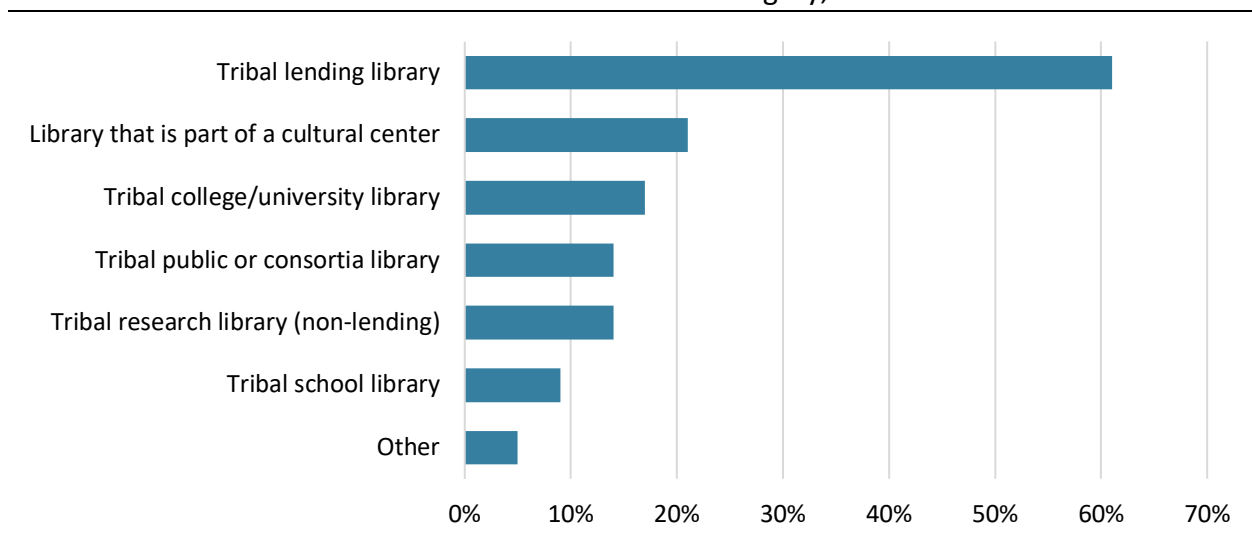
This report summarizes the findings from the tribal library survey and the tribal library summit. The 2021 tribal libraries survey was conducted during Spring 2021 and garnered 116 responses.¹ ATALM hosted the Tribal Libraries Summit on March 9, 2021, an event that engaged 203 tribal library professionals and allies in discussions about library management, operations, and needs. Together, the survey answers and summit discussions provide important information about the growth and development of tribal libraries, their ongoing and emerging challenges, and possible strategies for supporting sector development.

Survey Data: Library Types

Tribal libraries participating in the 2021 survey were by and large tribal lending libraries (61%), but non-lending tribal research libraries, tribal libraries that are part of other institutions (tribal cultural centers, tribal colleges and universities, tribal schools), tribal public/consortia libraries, also were represented in the sample (Exhibit 2.1). Almost 30% of libraries responded in more than one category.

¹ Not all institutions provided an answer to every question on the survey. To address these differences, the total number of responses is indicated as "n=#" when reporting data.

Exhibit 2.1. Types of Tribal Libraries, 2021
Percent of libraries in each category, n=116



Survey Data: Management Challenges & Funding Needs

When asked to rate their libraries' overarching challenges, survey participants identified funding and staffing as the most significant; each was rated as a "major challenge" by 41% of 103 respondents to the survey item. Technology and training also received numerous "major challenge" ratings (from 32% and 30% of respondents, respectively).

A different take on whether the tribal library faced challenges was captured by the question, "Are you able to meet the needs of your library for typical library services?" While half of surveyed tribal libraries said "Yes," more than 40% of 103 respondent said, "Somewhat," effectively expressing concern that their libraries were somewhat *unable* to provide the services necessary to meet community needs. The major obstacle for meeting community needs was not having enough staff (35%). One in five libraries also indicated inadequate broadband access as an issue.

When asked to identify their libraries' highest-priority funding needs, survey participants' most common responses (Exhibit 2.2), were Native language learning resources (46% of 104 respondents), public access to technology (46%), online presence and access (45%), collections expansion or improvement (44%), and programs expansion or improvement (43%). Consistent with other responses concerning staffing as a challenge, 37% hiring indicated that hiring additional staff was a high-priority funding need. Overall, these responses emphasize that whatever their specific management and operational challenges, tribal libraries' highest commitments are to their specialized roles—as stewards of their Native communities' cultures, histories, and languages and as key providers of public access technology and digital resources.

Exhibit 2.2. Highest Funding Priorities for Tribal Libraries, 2021

Percent of libraries with funding type as a high priority, n=104

Spending category	Percent
Expand Native language resources	46%
Expand public access to technology	46%
Develop a greater online presence	45%
Expand or improve collections	44%
Expand or improve programs	43%
Digitize collections	39%
Hire additional staff	37%
Train existing staff	31%
Maintain an existing facility	23%
Purchase new furnishings	22%
Construct a new facility	21%
Create or expand a Maker Space	16%
Expand operating hours	15%
Renovating an existing facility	15%

Survey Data: Collections & Services

In addition to printed books, the collections and library services that responding tribal libraries most frequently offered patrons (Exhibit 2.3) were reference services (86% of 112 respondents), public access wi-fi (86%), tribally specific materials (86%), public computers (84%), and physical videos (80%). The collections and services that the largest number of responding tribal libraries wanted to provide in the future were artist resources (36%) and digitized collections of archival materials (35%).

Given the importance of Indigenous-specific materials to tribal libraries, the survey also provided data on the extent to which libraries' collections consisted of such resources. Exhibit 2.4 shows that for nearly 30% of tribal libraries (30 libraries among 104 respondents), Indigenous-specific resources constitute half or more of the library's collection; for the majority of tribal libraries, such resources are a collection priority, but do not dominate the collection.

Exhibit 2.3. Tribal Libraries’ Resources & Services, 2021
Percent of libraries in each provision category, n=112

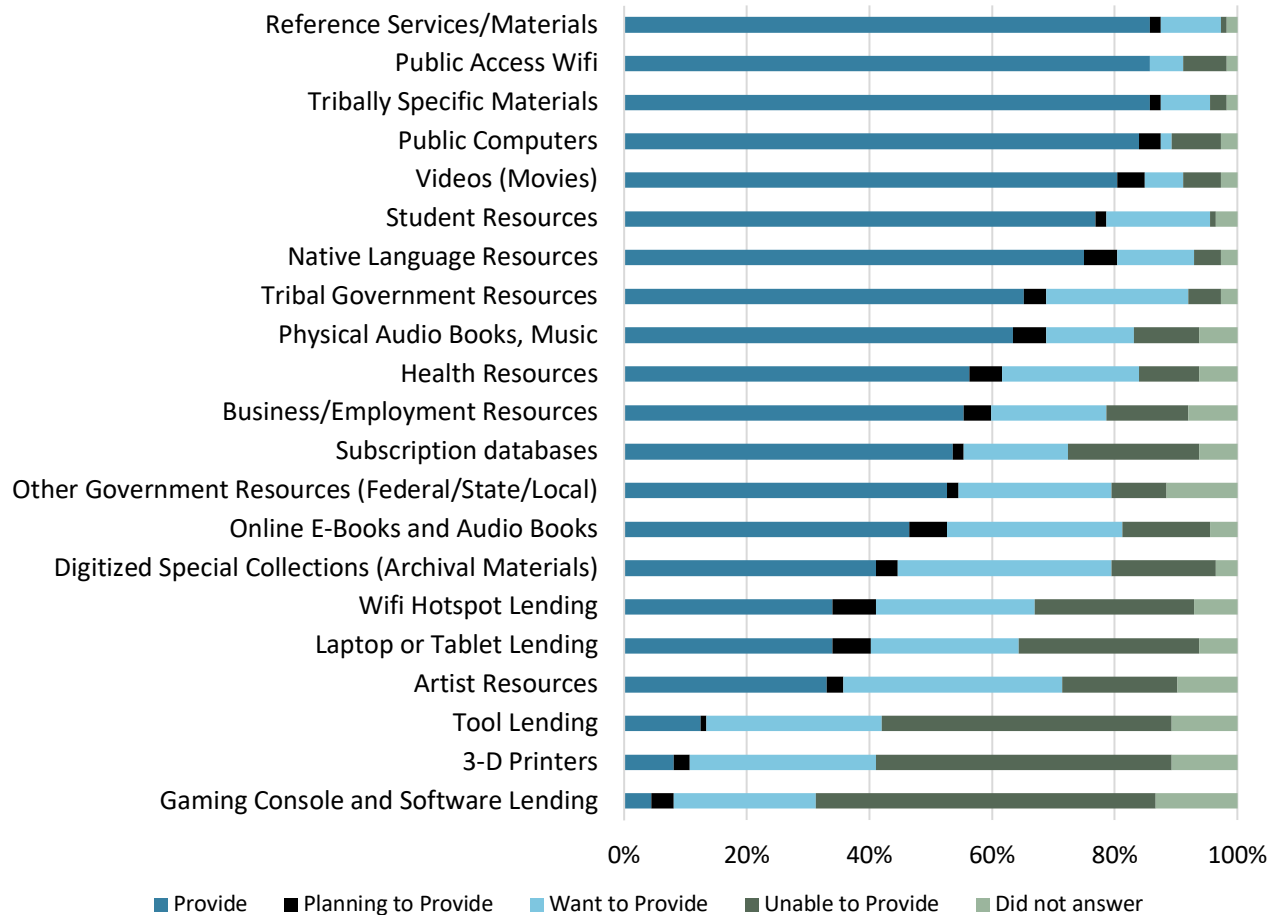
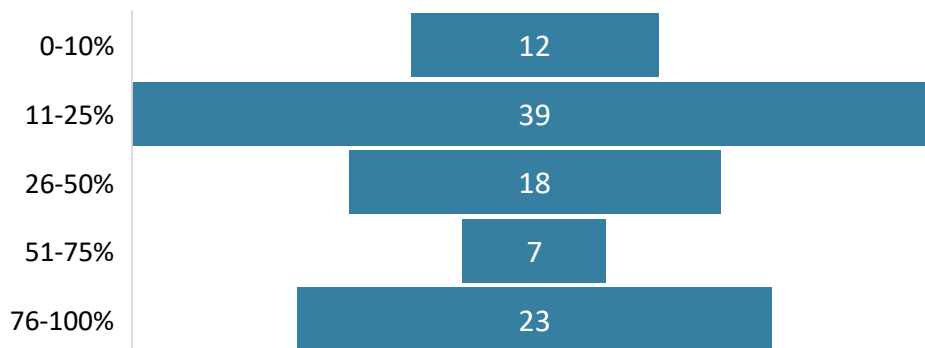


Exhibit 2.4. Indigenous Collections of Tribal Libraries, 2021
Count of libraries by % of their collection containing Indigenous materials, n=104



Note: There were five “don’t know” responses.

Respondents' top five collection development priorities (Exhibit 2.5) were materials relevant to the tribe's culture (93% of 103 respondents), Native language materials (83%), Indigenous materials in general (75%), children's materials (58%), and audio-visual materials (51%). These are similar to the collection priorities of tribal libraries in 2011, with the addition of a new priority, Native language materials, which was not specifically queried a decade ago.

Exhibit 2.5: Collection Development Priorities of Tribal Libraries
Percent of tribal libraries by high-priority collection item, n=103

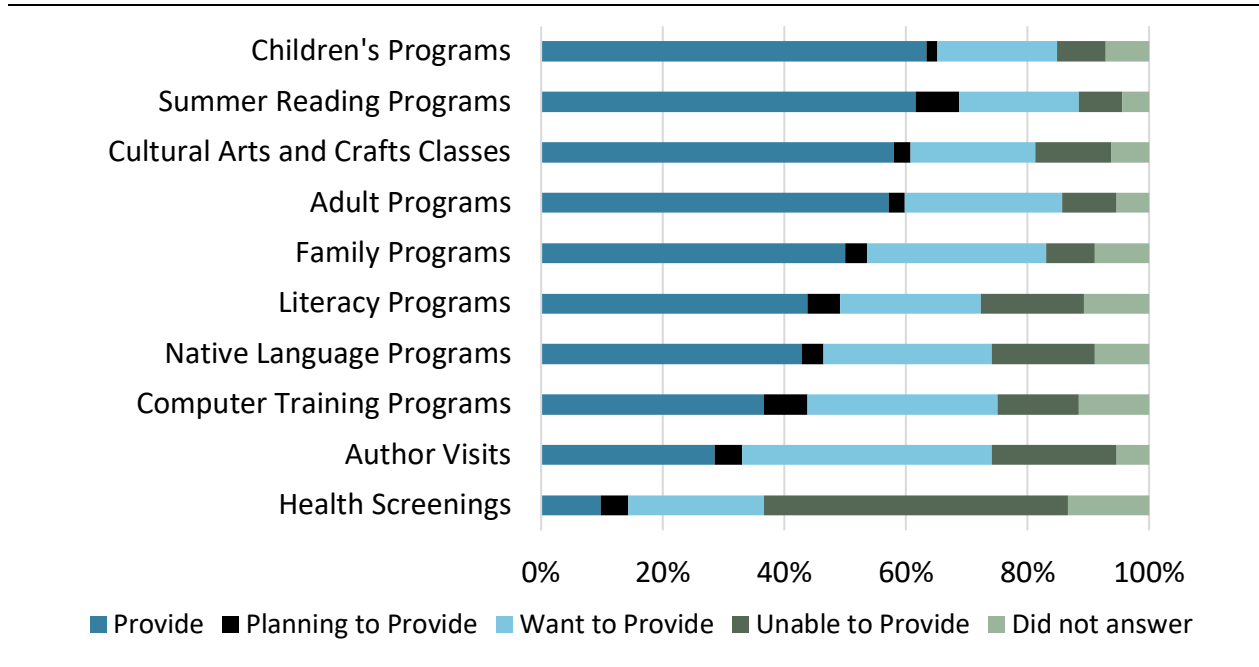
Collections Priority	Percent
Materials specific to tribe's culture	93%
Native language materials	83%
Indigenous materials in general	75%
Children's materials	58%
Audio/visual materials	51%
Young adult materials	50%
Electronic databases	50%
Reference materials	46%
Current nonfiction	42%
E-books and audio books	37%
Current fiction	36%
Materials for people with disabilities	34%

Nearly all tribal libraries in the sample (90% of 104 respondents) used a digital cataloguing software system, although several reported that they were seeking to replace or upgrade their systems. This is a substantial increase from 2011, when only 34% of responding tribal libraries used digital cataloguing software. Tribal libraries report using a wide variety of software systems, with Follett Destiny (11% of 104 respondents), ResourceMate (9%), and SirsiDynix (9%) being those most frequently mentioned by survey participants. Also demonstrating the formalization of tribal library operations, 56% (of 104 respondents) indicate that their libraries issue library cares, and another 10% plan to do so.

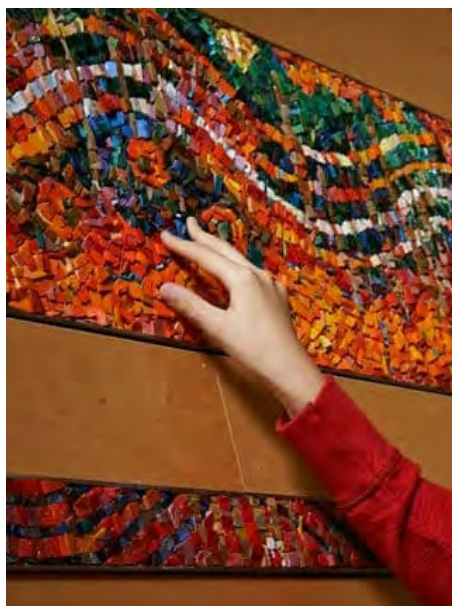
Survey Data: Programming

As shown in Exhibit 2.6, the majority of surveyed tribal libraries offered children's programs (63% of 112 respondents), summer reading programs (62%), cultural arts and crafts classes (58%), and adult programs (57%). The programs that surveyed tribal libraries indicated they would most like to offer, but were not yet able to, were author visits (41%) and computer training programs (31%).

Exhibit 2.6. Tribal Libraries’ Programming, 2021
 Percent of libraries with each programming resource, n=112



Two in five surveyed libraries (among 102 respondents) incorporate Native language into their public programs. A large majority of tribal libraries said they supported Native languages in their libraries in other ways as well, including with signage, greetings, resources, displays, and partnerships. Many libraries (67% of 103 respondents) also reported that they supported artists and culture bearers through programs, services, and resources. Current support efforts ranged from displaying works (48%), hosting performances (44%), book signing (18%), and sponsoring festivals or fairs (16%). Many respondents expressed interest in deepening these connections.



Tribal libraries offer diverse services for artists and culture bearers

“The library staff partners with local artists and authors throughout each year where participants can learn skin sewing techniques, beading skills, hide tanning, etc”.

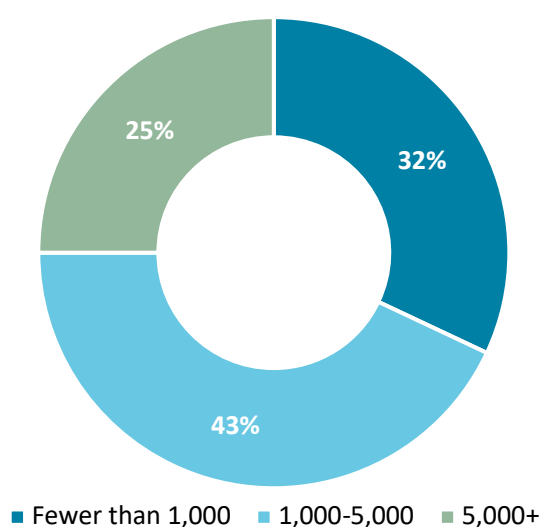
“We have hosted community events that feature Native dance and storytelling, we host bilingual story times...and we host book signings whenever we can. We work closely with the cultural center staff to host community events that feature native arts and crafts...and we have a gift shop in the facility for artists to sell their materials.”

“We assist Native authors with review and editing, publication and printing, and marketing publications and assist performers with outreach and booking.”

Survey Data: Visitation & Engagement

The reported median service population surveyed tribal libraries was in the range 1,000–5,000 individuals (Exhibit 2.7).² This population information contextualizes the number of community contacts—patron visits, reference calls, email requests, social media interactions, website views, and any other form of contact survey utilizing library services—reported by tribal libraries for a typical pre-pandemic year. As reported by 114 survey respondents, the median number of such contacts was in the range 500–1,000 contacts, with three in five tribal libraries (63%) reporting 2,500 or fewer community interactions. Small communities will generate fewer library visits and contact; nonetheless, the numbers may suggest room for growth and a need for more outreach.

Exhibit 2.7. Service Population of Tribal Libraries, 2021
Percent of libraries by service population, n=114



Of course, the COVID-19 pandemic also had a significant negative effect on visitation and library contacts. Nine of ten (among 112) responding libraries noted that the pandemic had a negative impact on in-person visits. Some libraries (approximately 20%) even saw a negative impact to their online visitation, which may reflect some libraries' limited capacities to adapt programs and services to a suddenly much more online world.

That said, many tribal libraries reported that they *had* been able to adapt their services and resources and to continue serving patrons, while also adhering to public health orders. Examples of new services and creative programming implemented by tribal libraries include curbside service, bookmobiles, literacy packets, virtual programming, and special visiting hours for elderly patrons. Recognizing the increased demand for internet access during the pandemic, some libraries removed time limits on their wi-fi service so community members could have 24/7 internet access.

² A median value is the midpoint of a distribution. Half of the observations are lower than this value, and half are greater.

Tribal libraries adapted to the COVID-19 pandemic to continue serving patrons

“We began a bookmobile “BookMoby,” which goes out to the communities and distributes free books every Wednesday, following COVID-19 health rules.”

“There is now a library blog, which connects people to programs (past and present), resources, and info.”

“We offer a curbside service to get books and other materials to students, faculty, and staff.”

“We have taken the timer off of the wi-fi (so it’s on 24 hours now) and provided the password to the guest server, so people have access in the parking lot.”

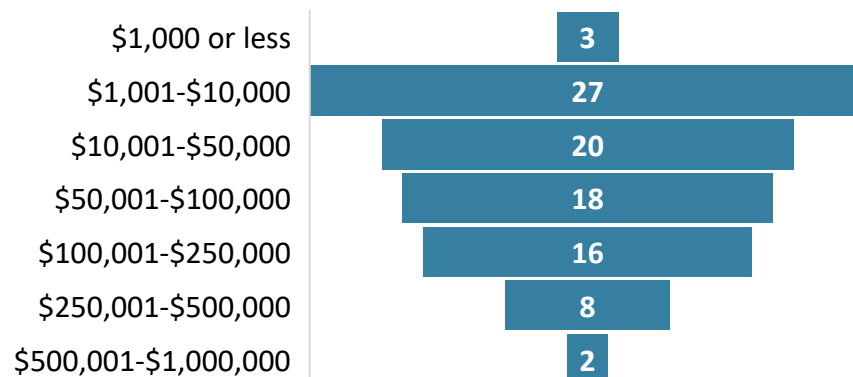
“The library offered special visiting hours for high-risk population like elders to visit.”

“All library programming has gone virtual. We have more interactions virtually than we did in person.”

Survey Data: Budgets & Funding

As shown in Exhibit 2.8, among survey participants that reported a budget figure, the median tribal library budget was in the range \$10,001-\$50,000. One-third of libraries reported budgets less than \$10,000. Two-thirds of respondents noted that prior to the pandemic, their tribal library budgets were level and stable from year to year.

Exhibit 2.8. Annual Budget of Tribal Libraries, 2021
Percent of libraries in their annual budget range, n=105

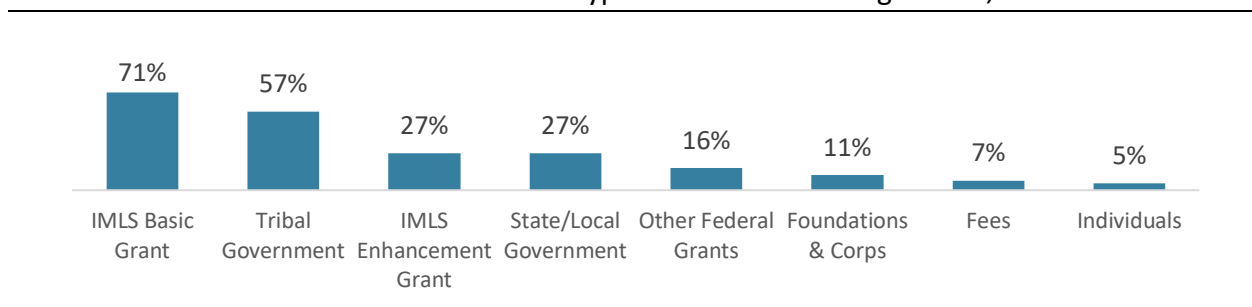


Note: There were 11 “don’t know” responses.

Given opportunities through the Institute of Museum and Library Services (IMLS) and through other federal funding sources, the US federal government is the most common source of funding

for tribal libraries. In the 2021 survey, four of five tribal libraries reported receiving federal funds, with IMLS Basic Grants being the most prominent among federal funding sources. As shown in Exhibit 2.9, tribal governments are the next most common financial support of tribal libraries, with 57% of 105 respondents reporting tribal government support—a proportion similar to the number of survey respondents that identified as tribal lending libraries. One-fourth of surveyed libraries received funding from state and local governments, and only a few reported income from foundations and corporations and from collected fees.

Exhibit 2.9. Funding Sources of Tribal Libraries, 2021
Percent of libraries with each type of received funding source, n=105



The survey also requested feedback on the sufficiency of IMLS Basic Grant and Enhancement Grants. Sixty-five respondents offered comments on the Basic Grant, and most feedback indicated that while the money had been extremely useful, a larger maximum value would allow libraries to add part-time help and address the rising costs of technology. Typical proposals for a new Basic Grant maximum value were \$15,000 and \$20,000. Approximately forty respondents offered feedback on the Enhancement Grant, with a substantial majority indicating that the total financial value was appropriate. A few requests were made for a ceiling of \$200,000 or more. Additional feedback indicated that certain changes to the grant’s stipulations—including a longer timeframe, increased coverage of indirect costs, and the option to repeat a proposed scope of work in subsequent proposals—would be more useful than a higher value.

Digging deeper into the effects of the pandemic, approximately 40% of respondents reported that the pandemic had a negative impact on their finances. In fact, tribal libraries experienced negative impacts on their budgets—and other aspects of their operations—regardless of their pre-pandemic financial status (Exhibit 2.10). When asked to expand on these other impacts, several tribal libraries reported furloughs or job cuts, strains on staff to keep up with ever-changing demands, and being unable to travel for training. Yet looking closely at the exhibit, it appears that having a stable budget prior to the pandemic aided in financial resilience: a smaller proportion of tribal libraries with a pre-pandemic financial status of “stable year to year” experienced negative impacts on their budgets (25%) than did libraries of other financial statuses (see the “Budget” row of Exhibit 2.10). Also of note, several tribal libraries commented that their budgets were relatively unaffected by the pandemic because their grants were still in place or because they received CARES Act funding.

Exhibit 2.10. COVID-19 Negative Impacts by Tribal Libraries' Financial Status, 2021
Percent of libraries by their pre-pandemic financial status with COVID-19 impacts, n=95

Negative Impacts of the Pandemic on:	Pre-Pandemic Financial Status of Tribal Libraries			
	Weak & Contracting	Strong & Growing	Stable Year to Year	Difficult to Project, Varies Year to Year
Staffing	4 (100%)	4 (58%)	30 (46%)	15 (79%)
Budget	4 (100%)	6 (86%)	16 (25%)	12 (63%)
Programming	3 (75%)	5 (71%)	50 (77%)	15 (79%)
Services	3 (75%)	6 (86%)	51 (78%)	16 (84%)
In-person Visits	4 (100%)	6 (86%)	60 (92%)	17 (89%)
Online Visits	0 (0%)	2 (29%)	10 (15%)	7 (37%)
Total Tribal Libraries	4 (100%)	7 (100%)	65 (100%)	19 (100%)

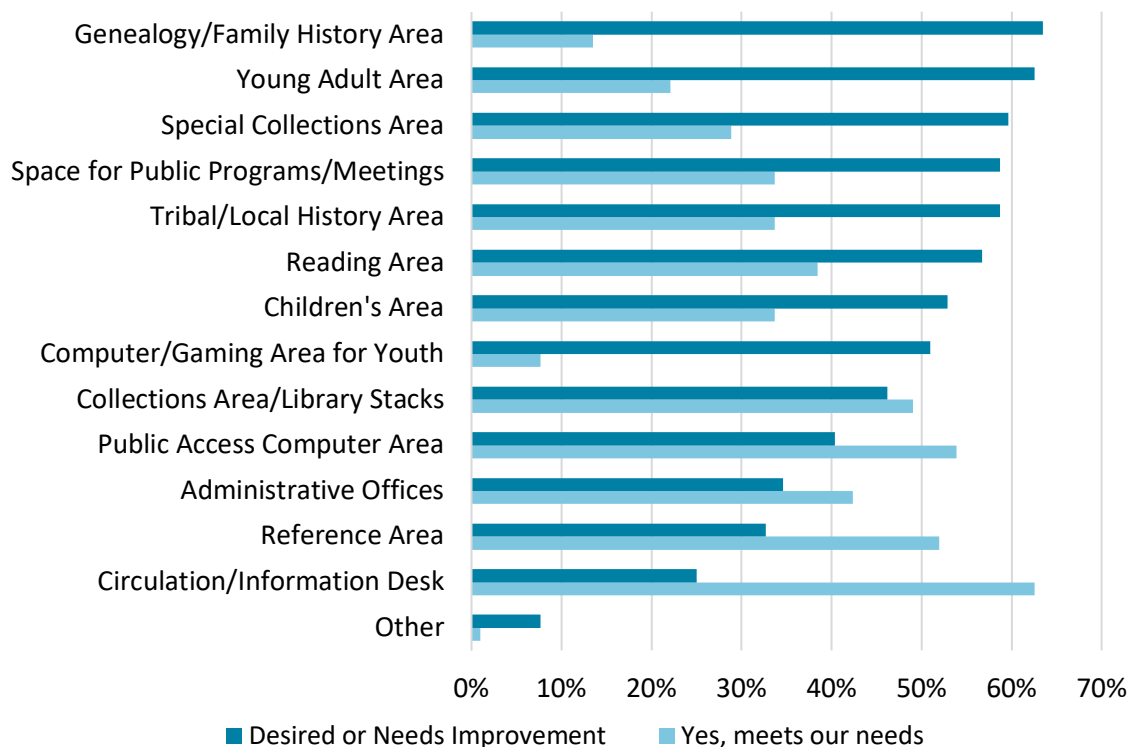
Survey Data: Facility & Space Needs

Only one-third of 103 respondents said that their library was in a standalone facility (Exhibit 2.11). As noted earlier in this report, tribal libraries often share space with entities such as schools, government offices, and cultural centers. Approximately one in five of 104 respondents indicated that they were in the process of planning for a new or renovated tribal library.

Among 13 types of library spaces specifically queried in the survey, Exhibit 2.11 shows that genealogy/family history areas, young adult areas, special collections, public programs/meetings, and tribal/local history spaces were most frequently identified by survey respondents as desired or in need of improvement. The spaces tribal libraries most often identified as meeting their needs were circulation desks, public computer areas, and reference areas. As compared to 2011, tribal libraries as a group reported greater satisfaction with the spaces available for collections storage/library stacks; in 2011, one-fifth of respondents said that these spaces met their needs, as compared to one-half of respondents in 2021.

Exhibit 2.11. Physical Space Needs of Tribal Libraries, 2021

Percent of libraries by their type of space need, n=104



Survey Data: Staff & Training

As noted above, staffing was identified as a tribal library management challenge, and respondents suggested that having too few staff made it difficult for tribal libraries to meet community needs. Data from survey items shed additional light on staffing concerns. In open-ended responses addressing the sufficiency of IMLS Basic Grants, for example, some survey participants observed that they relied on the grants to pay staff—reinforcing the relationship between poor resourcing and staffing as library management challenges.

With regard to education and training, one-third of 101 surveyed libraries reported having staff members with advanced degrees in library-related fields. Nearly twice as many had staff with relevant experience but no library-related degrees. Both types of knowledge and experience are valuable. Local and cultural knowledge can deepen the engagement that patrons have with the library’s collections and programs. Formal training may help staff members develop more fulsome educational experiences for patrons, create more effective approaches to organizing and sharing the library’s resources, and leverage professional relationships to strengthen the library.

A majority of tribal libraries rated training in digital collections, project development, grant writing, and sustaining and growing tribal libraries as training priorities (Exhibit 2.12). Digital collections and software training were also top priorities in 2011, indicating the continued

dominance of digital collections needs for libraries. Focusing on sustainable growth through grant writing and project management are new high-ranking training priorities.

When considering training options for staff, the preference is for in-person training within an hour's drive (61% of 101 respondents), on-site training (53%), and national conferences tailored to the needs of Indigenous libraries or cultural institutions more generally (52%). Obstacles for staff to advance their education or training include a lack of nearby training opportunities (45% of 101 respondents), a lack of time (37%), and a lack of funding (35%). In open-ended responses, survey participants also mentioned rural locations and internet access as obstacles.

Exhibit 2.12: Rank of Staff Training Priorities of Tribal Libraries, 2021
Percent of libraries rating each topic as a “substantial” training need (n=103)

Priority	Percent
Digital collections	56%
Grant writing	52%
Project development/management	52%
Sustaining and growing the library	51%
Collections development	48%
Community outreach	45%
Digital inclusion programs	45%
Collections cataloging	43%
Public programming	41%
Strategic communications	40%
Patron services	36%
Fundraising	34%
Collections care and repair	34%
Emergency preparedness	33%
Administrative practices	28%
Security	22%
Volunteer Development	18%

Training challenges for tribal library staff

“I am the only worker in the library. Although I would love to attend school for a degree, I cannot leave the library unattended during work hours and I have five children and cannot leave them for night school. Internet access is no problem while at work for online classes, but access at home is spotty and unreliable.”

“This community is in a rural location. Tribal members would have to leave the community in order to receive higher degrees in archive, museum, and library fields.”

Summit Data: Breakout Group Discussions

The Tribal Libraries Summit on March 9, 2021, engaged 203 participants in conversations about improving library services in Native communities. Tribal library professionals and allies discussed library management and operations issues in four thematic breakout groups. High-level summaries of their conversations are offered below, and comprehensive data from the summit are available in Appendix C. Because facilitation employed a modified World Café format to focus on needs and responses to those needs, there was some overlap in what each group discussed.

Community engagement & outreach

Programs focused on language learning, traditional crafts, business training, and digital inclusion could increase tribal libraries' capacities to meet community needs, although limited staffing, space, and community support can be barriers to desired program development. Tribal libraries might gain more community visibility, and thus support, by developing community advisory groups or other mechanisms for community governance.

Expanding support for tribal libraries

Tribal libraries' resource needs include funding for operations, staffing, training, technology, internet access, collection expansion, Native language programming, and community outreach. Libraries need to make a case to funders concerning the value they bring to tribal communities—and they need champions to help them do so. Funders need to be open to these messages. More understanding leads to the development of better funding programs.

Library professional development & technical assistance

Participants identified grants management, digital stewardship, and family history program development as training and TA needs. Collaboration among tribes in a region may offer a cost-effective way to deliver such assistance in person and with limited travel. Participants also queried whether development of a national organization to provide TA, training, cooperative programming, and regranting in support of tribal libraries might be valuable.

Tribal library facilities

Facility needs include larger libraries, upgraded furnishings and technology, children's spaces, maker spaces, language labs, and culturally relevant spaces. Limited tribal and federal funding was seen as the key barrier to facility improvements, although limited community support for such spending was also a concern. Action priorities include "build ready" plans for tribal libraries, dedicated federal and foundation funds for tribal library construction and rehabilitation, and in-community advocacy concerning the benefits of improved tribal library facilities.

Beyond Needs Assessment

Tribal libraries are among a suite of tribal institutions with a leading role in stewarding and sharing Native cultures. Alongside tribal archives, tribal museums and cultural centers, tribal historic preservation offices, Native language programs, and other community-specific organizations, tribal libraries work to sustain and advance Indigenous cultural knowledges; supplement and support the work of their communities' culture bearers and artists; and undergird Native nations' political sovereignty.

They also undertake the vital “everyday” tasks—including connecting learners to educational opportunities, providing homework resources for school children, supporting literacy by promoting reading for enjoyment, offering computer and internet access to community members, and providing a venue for community meetings.

As both survey respondents and summit participants attested, tribal libraries transform lives every day. Appendix C is filled with their stories, but more such experiences are needed now and into the future. A firm understanding of tribal libraries' needs is the first step toward strengthening these key institutions and progressing their goals. The second step is identifying avenues for action and change. Together survey and summit data help point the way.



Appendix A. Participating Tribal Libraries

Libraries are listed in alphabetical order; not all respondents opted to be listed.

Bay Mills Community College Library, Brimley, MI
Ben Guthrie-Lac du Flambeau Public Library, Lac du Flambeau, WI
Campo Indian Library, Campo, CA
Chachalu Museum and Cultural Center, Grand Ronde, OR
Catawba Nation Community Resource Center, Rock Hill, SC
Dakota Club Library, Inc., Eagle Butte, SD
Dine College Libraries, Tsaile, AZ
Forest County Potawatomi Cultural Center, Library and Museum, Wilson, MI
Fort McDowell Tribal Library, Fort McDowell, AZ
Fort Sill Apache Tribal Library, Apache, OK
Fort Washakie School/Community Library, Fort Washakie, WY
Frank J Boudinot Research Library, Tahlequah, OK
Grand Ronde Tribal Library, Grand Ronde, OR
Grand Traverse Band Heritage Library, Peshawbestown, MI
Graton Tribal Library, Rohnert Park, CA
Hopi Library, Kykotsmovi, AZ
Igiugig Tribal Library, Igiugig, AK
Indian Pueblo Cultural Center Library and Archives, Albuquerque, NM
Irene Ingle Public Library, Wrangell, AK
James and Abigail Campbell Library, Kapolei, HI
Jamestown S'Klallam Tribal Library, Sequim, WA
Joan Phoenix Library/Barona Cultural Center & Museum, Lakeside, CA
Joan Sobieta Tribal Library, Anadarko, OK
Karuk Tribal Libraries, Happy Camp, CA
Klukwan Community and School Library, Haines, AK
Koniag Cultural Library, Alutiq Museum & Archeological Repository, Kodiak, AK
Kuskokwim Consortium Library, Bethel, AK
Lac Courte Oreilles Ojibwe College Community Library, Hayward, WI
Lelekamanu Lending Library, Kaneohe, HI
Little Boston Branch of Kitsap Regional Library, Kingston, WA
Lummi Library, Northwest Indian College, Bellingham, WA
Mechoopda Tribal Library, Chico, CA
Medicine Spring Library, Browning, MT
Mescalero Community Library, Mescalero, NM
Mandan, Hidatsa and Arikara Nation Interpretive Center, New Town, ND
Mzinigangamik Cultural Library, Harbor Springs, MI

Nah Tah Wahsh Public School Academy Library, Wilson, MI
Nebraska Indian Community College Library, Macy, NE
Nooksack Tribal Library, Bellingham, WA
Northwestern Band of Shoshone Tribal Library, Ogden, UT
Ojibwa Community Library, Baraga, MI
Ojibwe Learning Center and Library, Sault Ste. Marie, MI
Ouzinkie Tribal Media Center, Ouzinkie, AK
Pala Tribal Library, Pala, CA
Penchanga School Library, Temecula, CA
Petersburg Public Library, Petersburg, AK
Poarch Creek Community Library, Atmore, AL
Ponca Tribe of Nebraska Library, Niobrara, NE
Port Graham Library, Port Graham, AK
Pueblo of Pojoaque Public Library, Santa Fe, NM
Puyallup Tribe, Historic Preservation Department, Tacoma, WA
Pyramid Lake Community Library, Nixon, NV
Quapaw Tribal Library, Quapaw, OK
Red Cliff Band of Lake Superior Chippewa-Ginanda Gikendaasomin Library, Bayfield, WI
Reno-Sparks Indian Colony Library, Reno, NV
Ruth A. Myers Library, Fond du Lac Tribal & Community College, Cloquet, MN
S. Verna Fowler Academic Library / Menominee Public Library, Keshena, WI
Saginaw Chippewa Tribal Gindaaso-gamik/Saginaw Chippewa Tribal Libraries, Mt. Pleasant, MI
Santa Clara Pueblo Community Library, Santa Clara Pueblo, NM
Santa Rosa Band of Cahuilla Indians Tribal Library, Mountain Center, CA
Santo Domingo Pueblo Library, Santo Domingo, NM
Shoalwater Bay Tribal Community Library, Tokeland, WA
Sisseton Wahpeton College Library, Sisseton, SD
Sylvia Daniels Tribal Library, Blue Lake, CA
Tamastlikt Cultural Institute Research Library & Archives, Pendleton, OR
Tolowa Dee-ni' Nation Resource Library, Smith River, CA
Trinidad Rancheria Library, Trinidad, CA
Turtle Mountain Community College Library, Belcourt, ND
Unangax Heritage Library and Archive, Anchorage, AK
United Tribes Technical College, Bismarck, ND
Venito Garcia Library, Sells, AZ
White Earth Tribal and Community College, Mahanomen, MN
Whiteriver Public Library, Whiteriver, AZ
Woodenlegs Library, Lame Deer, MT
Wyandotte Nation Historical Library, Wyandotte, OK

Appendix B. Transforming Communities: Stories and Commentary

Statistics and priority lists are one way to emphasize the need for action: they provide quantitative evidence that more must be done to sustain and advance the work of tribal libraries. Another kind of evidence is found in the stories of positive change that tribal libraries are producing. Several were used to emphasize points in the main body of this report. Others are provided here. Some are personal, some are moving, and all signal how tribal libraries—properly strategized, supported, and funded—can empower Native community members and their communities overall.

Each of the stories and comments provided below were offered in response to this survey item: “Libraries transform lives every day. We would like to include stories about how your library has transformed lives in your community. If you have an inspirational story to share, please describe below.”

I had one mother tell me that her son struggles to read. Since he has been participating in our reading program, he has improved in his reading skills and actually looks forward to his new book every week and is delighted that he can find the words that he knows and is continuing to learn more words each week.

Through the library's partnership with the social services programs allowing participants of the social programs to work in the library has led these individuals to gain interest in educational occupations, becoming teachers or teacher assistance in the Head Start Program.

Through various Enhancement grants, our library has been able to acquire equipment to better record and preserve our Tlingit culture. Several of the people who have participated in the projects we used this equipment for have passed on; their families have been so thankful when the library can help provide them a video or recording of their loved one which they would not have were it not for the work of the library to help preserve the Tlingit culture and histories.

We started really focusing on improving our services to homeless community members several years ago, and the library has participated since its inception in the Bethel Housing Coalition to improve housing resources for the most chronically homeless community members. For three years the library has hosted multiple Project Homeless Connect events throughout the year where many agencies work together to bring a bunch of different services to people in need. This includes haircuts, showers, a meal, warm clothes, health screenings, flu shots, and more. It has been very rewarding to see the overwhelming community support for these events, and to see everyone sitting down together for a meal with community members who are often disenfranchised and overlooked. One community member experiencing homelessness said it is the best party of the year. The event also provides the housing coalition the venue to collect the survey data needed to start seeking funding for a permanent, year-round facility. The coalition is working towards starting a housing first facility, and this year was able to purchase a building which will expand the current overnight/winter shelter to a year-round overnight shelter which will likely be the future Housing First facility. It is very heartwarming to see so many community agencies working together to improve access to life changing resources for the most disadvantaged members of the community.

I mentioned a story earlier about a student who graduated and got a job by making use of library resources. An internationally known artist spent many of his after-school hours in our library. He checked out every art book we got in. He says the experience in our library helped him become the artist he is today.

Our Tribe did not have a library and the building of a Tribal Library has had a major impact on the community in various resources. Computer access, collections access, digital access, college reediness, literacy programing and program collaboration. Just name a few resources birthed to the community thru our library.

By offering adult literacy.

We had one of the oldest elders from our community stop by the tribal library to check out Louis Lamour books. Those were his favorite. He was an Inspiration for others to see that you're never too old to read! He did that until he could not see any more. He said he Loved that we had the library for him to use.

Wi-Fi hotspots and Chromebook checkout program for adults in higher education. Extra hotspots and Chromebooks are checked out to youth who need to access school online since COVID shut down schools. A parent has called the library for assistance in one youth. He was struggling, I made arrangements for him, and he has improved due to being in the library and having a space to do his online schoolwork. His father is very thankful.

I've seen new children's books excite some of the parents.

Our library is forty years old, and when I started we were still using the stamp the back of the book with pocket glued to the back. Now we just finished entering books and on to CDs, magazines, and other items. Going from old to new.

When I first worked at the library, I was hired under an IMLS Native American Services Basic Grant as the library's first Youth Services Librarian. Now, as Director, I have the privilege of seeing these same kids, now almost in high school. I'd like to think that our early literacy efforts years ago continue to have a positive effect on these children's lives.

There is a program that has grown from the "Family Supper Book Club" to Kataes esehcekasiq, "Let's do things together family program." The program was started by youth librarian [name] and features community language and culture educator [name]. This monthly program is geared for families. Before COVID families would meet in the library, share a meal, a story, and craft all based on the theme of a particular book. Menominee language has been incorporated into the evening as well. With the pandemic the program has moved to an online format. Families meet via Zoom, they share a book and a craft. Feedback has mentioned how important it has been to do things as a family. The fact that participants learn about language and culture has also been appreciated. Families have looked for these types of opportunities in their interest to learn more. The supplies for the crafts have also been high quality and meaningful.

Teaching the youth language is of great satisfaction to hear them repeat and learn.

I have had an intern that was placed through our workforce office in our nearby town. I worked with her for about a year. After that she applied for a position in one of our departments. From there she became a department head and then a self-governance director. Now she works for the state of NM in a very top position. I would like to think that the support, space, resources, training, and all other good things the library and our staff provided to this young lady assisted her with her career accomplishments. She was a young widow and mother of 5 at the time.

A story that comes to mind is during the tutoring sessions. There were a group of 5th graders who were not doing great in their math at school. They were not able to get the help they needed at school, so they came for a quieter space to work on their homework. They made great progress in their studies and improved their grades.

Our library is still a work in progress especially with the recent road bump of Covid-19. But one thing we were able to do is purchase books for the 1st year classes for our local Tribal Commuting college. That way any community members attending can come to us and rent out a book before making a major purchase. This has been a huge help for those students. Also, our events had great turnout with assisting in cultural teachings and always a great potluck dinner for attendees.

The Librarian's greatest pleasure was helping a friend of a Tribal member learn to read again, as she had been in a car accident and was in a coma for a year and a half and could not remember how to read write or spell. She came into the library for 6 months and practiced reading and writing with the Librarian. She regained reading skills and was able to accomplish much more with the ability to read again. She became independent from her family and at the time she left was planning to go to college and study Physical Therapy.

A young BookMoby patron wrote a COVID-19 friends book which we're trying to get printed in bulk for distribution throughout the state of Wyoming. Funds?

The teen program was incredibly inspirational because one of the volunteers is interested in pursuing library or journalism career paths directly as a result of participation in this program!

Individual help and great customer service is key.

Appendix C. Comprehensive Tribal Libraries Summit Data

Key Facts

- Goal:** The goal of the Tribal Libraries Summit was to strategize a sustainable path forward for improving library services in Native communities.
- Date:** March 9, 2021
- Attendance:** 203 participants
- Breakout Groups:**
1. Community Engagement and Outreach
 2. Expanding Support for Tribal Libraries
 3. Library Professional Development and Technical Assistance
 4. Tribal Library Facilities

Breakout group facilitator notes: Community engagement and outreach

<p>What programs and services would you like to provide to your community?</p>	<ul style="list-style-type: none"> • Language, Literacy (family, computer) • Children (toddler, after school, summer reading) • Business/training for programs, oral history, traditional, craft classes (including community gardens and maker space), audio, digital resources, and e-books • Technology and hot spot
<p>What are the barriers that prevent you from offering the programs and services you wish you could provide? What would help you provide more programs and services?</p>	<ul style="list-style-type: none"> • Lack of staff and staff training (program training and tech support) • Lack of space (including for programming) • Bureaucratic barriers • Lack of buy in/awareness/support from tribal government, agencies, and community • Covid uncertainty • Funding • Training • Space/facilities • Buy in/awareness • Staff (motivation, training, number) • Expertise and advice, • Technology and broadband access, • Assistance to find funding • A best practices/startup toolkit
<p>How can tribal libraries elevate their value in the community?</p>	<ul style="list-style-type: none"> • Identify and build on community strengths and skills • Create community governance program • Programs out in the community, community engagement/marketing through web presence, advertising, newsletters, patron/visitor/community members surveys and advisory groups.

<p>What resources are needed?</p>	<ul style="list-style-type: none"> • Support for developing community outreach programs • Community/tribal advisory boards • Mobile and remote lending resources • Funding • Staff training • Create community advisory group
<p>Priorities or Action Items:</p>	<ul style="list-style-type: none"> • Work with tribal archive staff to identify the specific programming needs of their communities and then develop/fund collaborative programs. • Develop communication mechanisms for helping tribal archives connect with their communities, i.e., websites, social media presence, and other marketing endeavors. • Conduct a public awareness campaign to promote the immense value of archives and how their existence ensures control over intellectual property. Walter Echo-Hawk would be the ideal spokesperson.

Jamboard responses: Community engagement and outreach

<p>What programs would you like to provide to your community?</p>	<ul style="list-style-type: none"> • Language preservation. • Preserving language and culture for the youth. • Digital media project, oral histories between generations. • Create an ongoing community oral history program, partnering with other programs, such as senior citizens centers and local schools. • Help community members write family histories. • Create "out of the shoe box" program to encourage community members to come forward with their family archives. • Elder days with youth days of engagement between young "archivists" working with elders to navigate the collection. Gathering stories as the elders reflect on what they find. • Genealogy workshops & local genealogy resources. • Celebratory Days -- using the season? -- to celebrate the families and friends who have contributed to the archives. Telling the stories, sharing the images or other materials they have brought in. • Cultural sensitivity trainings/ sessions for non-tribal staff/volunteers. • Elder internships to work in the archive. • Training for elders to work with archives - assist with backlog/ identification/language translation. • Tribal digital service/scanning. • More internships and on-site contacts. • Student centered programming. • Paid internships for those both in school and for those less academically engaged but passionately engaged in learning and working with archives. • Training/Internships for Archivists. • Summer reading for youth, but with Native themes and programs.
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	<ul style="list-style-type: none"> • Media creation programs (movies, language materials, biographies) audio, video, digitization. Help people DIY or do collaboratively with us or partners. • Language. • Language programs. • Language programs. • Programs for entrepreneurs, business related classes. • Family literacy programs. • Job training, GED programs. • Computer literacy programs. • Afterschool programs. • A way to help children with learning how to read. • Traditional classes. • Traditional native arts and crafts. • Intergenerational programs -- things for people of all ages to do together. • More children's classes/events. • More traditional classes. • Craft classes • Preschool/toddler age programs.
<p>What projects would you like to conduct to your community?</p>	<ul style="list-style-type: none"> • Develop chronological tribal history with supporting documents. • Collect all our records held by other repositories and bring them home. • GS: It might be interesting to connect "language programs" and "oral history project," so that language and documentation are more closely aligned, e.g., ask elders for names of everyday objects, nature, etc. • Community-built archives. • Develop language dictionary. • Language Documentation. • Training tribal members/volunteers on archival procedures to help with collections backlog. • Community centered projects, working with elders to ID photos. • Intergenerational story telling w/ archives. • Training and resources for the whole community. • Coordinate with schools to bring students to archives, archival materials to schools. • Training/Documenting Cultural Sites for Tribal members. • Digitize collections. • Community Digitization Projects. • Compiling data for cemeteries. • Oral history projects. • Oral history projects. • Community digitization projects. • Increase collections of children's books by Native authors.

	<ul style="list-style-type: none"> • Storytelling and elder life stories. • Intergenerational language and story connections. • Increase collections of everyone's books by Native authors. • Community education: i.e., technology, literacy, basic business...
<p>What services would you like to offer in your community?</p>	<ul style="list-style-type: none"> • Digitization days to allow community members to use our scanners to digitize their documents and photographs. • Community digitization • Services- Digital collections of local history. • Audio digitization and transference. • Digitizing documents and recorded materials. • Research help- locating and using collections that aren't nearby (including internationally). • Cultural research hub (as appropriate). • Resource lending • Access to commercial databases. • Making our oral histories accessible/ available. GSL what's your infrastructure like? IT services? • Technology equipment to be loaned out. • Training for youth and young adults. • Greater public/community access rather than traditional academic archive focus. • Greater community (county/state) education on sovereignty. • Community archives. • Website for community to view some collections. • "Sell" of archival materials for community to use in their personal collections. • Transcription for manuscripts. • Community gardens, seed library. • Community gardens, seed library. • Updated public computers with quality software and databases. • Hot spot lending. • Maker spaces for people of all ages. • More native art classes. • Regalia making spaces and classes, with elders and spiritual support. • Audio and E-books • Digital resources for community. • Access to archival collections. • Audio, e-books, videos (multi-media).
<p>What are the barriers that prevent you from offering the programs and services you wish you could provide?</p>	<ul style="list-style-type: none"> • No budget for programs. • Gatekeeping. • Time- overworked to properly develop programs and services. • Trying not to duplicate efforts among different departments. • Lack of training for program training. • Lack of visibility.

	<ul style="list-style-type: none"> • Lack of knowledge about producing programs. • Lack of motivations • Lack of support- folks don't always see the need for or importance of Indigenous programing, collections, services, etc. • Lack of tribal government support. • Bureaucracy is not flexible for community needs. • Leadership who don't see value in native knowledge. • Getting tribal council approval. • Lack of space. • Working with IT. • Not enough space depending on the activity. • Community members don't know how to access archives/think you need to be a scholar to access them. • Education on what archives are/their power to bring people together. • Lack of community outreach. • More participation from community, how do we get them to come to the events? • Awareness of collections significant to community. • Hard to prioritize outreach with growing backlog. • Digital access for remote sites. • Lack of staff- everyone wears too many hats. • Too many jobs and not enough people or time to do them! • Staffing. • Not enough access to the internet. Need to know how to organize programs and what topics to pursue. • Trusting relationships with institutions with more resources. • Folks in the community are nervous about the virus. • Space in the library. • Space in the library. • No space in the library for public programming. • Staffing and space. • Staffing. • Need more staff members. • Lack of knowledge about producing programs. • Limitations on where resources can be purchased. • Challenges with tribal bureaucracy. • Administrative agreeing with items needed.
<p>What resources would help you provide more programs and services?</p>	<ul style="list-style-type: none"> • Cooperative programing would be good and would save us a lot of money. • Ready made public programs that can be replicated in small archives. For example, a "how to" for creating Family History Days. • Need help with project planning. • Create a toolkit resource that lists all the IMLS funded enhancement grants as model programs. Provide specifics. • A streamlined way to work with different departments so each meet

	<p>their goals but not too much overlap.</p> <ul style="list-style-type: none"> • Less bureaucracy. • Opportunity. • More space. Our facility is just too small to do programming. • Motivating and inspiring our youth to be more involved. • Training for staff • Staff training • Space for people to store their work when they leave. • Identify proper training opportunities how to create programs. • Professional development model for motivation. • Staff who are culturally competent. • Staffing- limited number of staff has meant less time to do the "fun" stuff, like programming, and innovating in spaces & services. • Volunteer opportunities and a coordinator. • Institutional funding/support. • Funding and office space for new staff. • Funding and training. • Funding and staff time to conduct community training. • Funding to hire more staff, effective training. • Funding. • Staffing. • Ready made public programs that can be replicated in small libraries. For example, a film festival, a small traveling exhibit. • Need help with project planning. • Cooperative purchasing would be good and would save us money. • ATALM should develop a "library in a box" to help tribes without libraries start them, using all the proper furnishings and collections. • Create a toolkit resource that lists all the IMLS funded Enhancement grants as a model program. Provide specifics. • Support from college administrations • Small libraries cannot compete for funding. ATALM should get grants and redistribute the funds for special projects. • Funding • Funding • Technology needed • No budget for programs • Staffing and funding • Tech support
<p>How can tribal libraries elevate their value in the community?</p>	<ul style="list-style-type: none"> • Lunch and Learns for community. • Outreach to local schools, community groups, networking. • Have "community scanning days" where folks come in and bring their old family pics and we scan them for the archives and they get a print, so this is a win-win idea. • Help tribal archives develop community outreach plans. • Support needs to be consistent and not at the whim of new tribal

	<p>administrators.</p> <ul style="list-style-type: none"> • Make sure you have a mission statement and stick to it. • Centering the community's voice by having more listening sessions. • Respond to a need in the community without being asked. • Tell the archive's story effectively for funding and building relationships (including relevant data). • Track visitors, reference visits, time spent on remote requests, bring numbers to leadership to show positive use of materials (encourage institutional funding). • Co-creation & collaboration with other community orgs and groups -- pooling resources & expertise. • Have sharing booth at events. • Offer to be a guest speaker in classes at local schools. • Community information meetings, Q&A with elders, forums. • Just letting our tribal people know and giving them that education of the archives is needed. • Have a regular column in the tribal or local newspaper. • Creation of exit interviews and surveys for visitors. • Tribal newsletters, communications/ surveys. • Focus groups, surveys. • IT support. • IT support. • Internet services. • Web presence, how-to guides. • Need a web presence, more social media. • Web presence and a way to count/track visitors. • Support needs to be consistent and not at the whim of new tribal administrators. • Need a web presence, more social media. • Help tribal libraries develop community outreach plans. • More awareness for students about what the campus library provides. • Community needs assessment: what needs do they want the library to fulfill? • Provide group site for youth, elders for library needs. • Getting out into the community. • Ways to listen to community members and bring to decision makers. • Reach out to the public to get their input. • Market, get into the community to discuss how the library is valuable to the community.
<p>What resources are needed to help tribal libraries elevate their value in the community?</p>	<ul style="list-style-type: none"> • Perhaps tribal archives should form powerful advisory boards, so they have more influence with elected officials. • Software/spreadsheet template for inputting data and easy analysis of specific needs. • Consortium building for cost sharing, programs, services.

	<ul style="list-style-type: none"> • Develop strengths from within the community to provide solutions for needs. • Free of low-cost training and opportunities to talk with professionals and practitioners in other places/communities. • Establish replicable public relations campaign that promotes cultural continuity as the responsibility of every tribal member. • Staff time to focus on outreach. • Use your collections to highlight significant tribal history, events or people. • Communication and resources within communities. • Develop positive relationships with elders, community. • Virtual training opportunities. • Programs for tribal archives. • Training/staff/finances. • Money, staff. • Staffing and resources. • Staffing and/or volunteers and training. • Training and resources for assessment that allow for data-driven decision-making and fine-tuning. • IMLS should create a funding mechanism for archives, separate from the library program. We are distinct operations. • Funding for staff, especially consistent multi-year funding rather than short-term grant staff. • Perhaps tribal libraries should form powerful advisory boards so they have more influence with elected officials. • Establish replicable public relations campaign that promotes cultural continuity as the responsibility of every tribal member. • Establish a national "Friends or Tribal Libraries" group to provide financial and volunteer resources. • Staffing. • Provide IT support for web services. • More encouragement from teaching staff for students to use the library. • Mobile library buses and more remote lending spots. • Funding to staff to consult and honoraria for feedback and collaborative problem solving. • Tribal support. • Increase funding for tribal libraries. We can't do much on \$6K a year.
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Breakout group facilitator notes: Expanding support for tribal libraries

<p>What are your funding needs?</p>	<ul style="list-style-type: none"> • Technology & Access, Language Programming • Expand Collections • Space & Facilities • Collections Outreach Programming • Network & Support
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<p>What are the barriers that prevent you from seeking funding? What resources would be most helpful to you as you seek funding?</p>	<ul style="list-style-type: none"> • Training and workshops • Support from ATALM (Blog, education, workshops, database, increase awareness) • Database for grant opportunities • Support network and communications, awareness • Staffing
<p>What should funders know about the needs of tribal libraries? How can they best provide support?</p>	<ul style="list-style-type: none"> • Funders need to know the value of tribal libraries and its services, know the value of the community and their specific needs, and the function of tribal libraries. • With that understanding and awareness, funders can have more consultation, and communication. • There is not a lot of support and ATALM can advocate and educate on behalf of the tribal libraries.
<p>Priorities or Action Items:</p>	<ul style="list-style-type: none"> • Tribal Libraries have difficulties with staffing & training. • Tribal Libraries need more operational funding for facilities, access, programs, and outreach. • ATALM could expand roles to around grants and funding for the needs of Tribal Libraries. There needs to be an interactive support group to facilitate communication. • Buildings, facilities, infrastructure, equipment • Expanding collections and digitization

Jamboard responses: Expanding support for tribal libraries

<p>What are your stable (year-on-year) funding needs?</p>	<ul style="list-style-type: none"> • Funding for another library technician & a library or archival professional. • Funding for a full functioning library, stable budget, facility, staff, collections print and non-print, internet & computer services, staff training, library programs. • Funding for formal education for library staff, so they can get bachelors and then master's degrees in library sciences. • Funding for giveaways: community partners always want us to buy books to give to community members. • Funding for training staff to work in libraries. • Funding to recruit AI/AN undergraduates to the field of library and information science (ALA-accredited) • Funding for e-books and technology for them. • Funding to support continuity of programming. • Consistent funding so library stays open and doesn't have to reinvent itself every few years. • Ongoing budget for replacing technology/etc. on a schedule. • Funding to create community-related content (tribal history, etc) • A dedicated library budget.
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	<ul style="list-style-type: none"> • Stable funding for staffing and for training in the context of succession planning. • Funding for more children's books. • Funding for youth reading programs. • Funding for travel if we go back to attending distance conferences. • Sustainable funding for annual subscriptions necessary for library databases and digital repository IT support. • Increased funding for everything. • Funding for a library consultant to assist with space assessment of a redesign of a tribal college library. • Funding! • Supplies money for projects & activities. • Daily supplies for programs & services. • Funding for training. • Funding to travel from remote village for conferences, training. • Funding for archival space. • Funding for facility and space. • Matching funds, requirements are unrealistic. • What can tribal libraries do to make money themselves? Is that a no-no as non-profits? • Funding for publishing locally produced language materials.
<p>What are your staff and training funding needs?</p>	<ul style="list-style-type: none"> • Staffing • Training for staff to learn the language (intensive?). • Additional staff. • Need IT help to community who are helping homeschoolers. • Help with finding grant opportunities. • Grant writer training. • Knowing where to search for funding opportunities. • Grant writer. • Policy research and development support, learning for entire community as well as staff. • Help with finding grant opportunities. • Staff time for continued digitization of tribal language and culture. • Staff training. • Professional development. • Additional staff who are tech savvy. • Grant writers. • Grant writer. • Staffing. • Staffing so we can do more! • More/keeping staff. • Hire more staff for long term projects - not project by project basis. • Staff/support staff. • Personnel - we need PEOPLE to manage the equipment and sustain the services that we are building.

<p>What are your space and facilities funding needs?</p>	<ul style="list-style-type: none"> • Maker space for regalia. • Library building. • Dedicated library building. • Maker space. • Honorarium for community advisors; elders. • Dedicated library building. • Storyteller space and times. • Safe warm space. • New library. • Comfortable furniture. • Space to look at photos as a group and tell stories. • Welcoming space for all generations to spend time together. • Reliable community internet access. • Oral history recording tech and staffing and honorarium. • Career development--working with youth -- job, internships. • Training and professional development. • Partnerships with R1 academic libraries in support of Tribal librarians and AI/AN scholars. • Strategic planning/ logic model training. • Scholarship programs for K-20 students. • Yeah! How to find the \$! • Professional development on trending and innovate topics - we want to hear from the leaders and those able to make it work on the ground (as opposed to just theory stuff). • Partnership in support of Tribal librarians with R1 academic libraries at PWI universities. • Knowledge organization and native languages in metadata - this is important to digitization efforts & digital collections. • Scholarships for native people to attain MLIS and other certifications.
<p>What are your technology and access funding needs?</p>	<ul style="list-style-type: none"> • Help to implement new technology. • Better internet connectivity, more bandwidth. • Modernize public computers. • New truck for the bookmobile or a whole new bookmobile. • Technology/multimedia materials to make more appealing for kids. • Faster ways to find Native American materials. • Faster ways to find Native American materials. • Need more equipment to record language and make it accessible to all students and community. • Youth media development programs (finding their voice, wellbeing, language revitalization, intergenerational connection) for programming and staff, for technology, for honorarium. • Audio recorders and players for language learning and revitalization support. • New library. • Technological upgrades and modernizations.

	<ul style="list-style-type: none"> • Book scanner. • Furniture upgrades. • Software to become a circulating library. • Digitization projects. • Equipment. • Equipment for checking out books. • Website and database circulation. • Repairing HVAC system. • New facilities. • Transportation to libraries within large reservations. • Modernized public computers. • UTILITIES!!! (Electric, internet, etc.) • Building repairs or renovation. • Building maintenance. • Renovation & redesign funding. • Digitization equipment and infrastructure. • Broadband/Technology. • Facility renovation • Digital access and Server Hosting and Maintenance support. • Wi-Fi expansion and reliability. • Website redesign and database stability. • Upgraded tech. • Audio/Visual equipment for Oral History projects. • Building space. • Training (tech) • Digital access. • Many Alaska tribal libraries are short of bandwidth, hardware, and technical support. • Maker space.
<p>What are your programs and support funding needs?</p>	<ul style="list-style-type: none"> • Language programs • Youth programs • Language programs • Partnerships in support of tribal libraries partnering with R1 PWI academic libraries in support of indigenous academic success. • Language programs • Digital project and material management. • Community events like author readings and/or research discussions. • Support not limited to indigenous knowledge and information. Indigenous needs access to non-indigenous information too! • Tribal library network meetings. • A need for community needs surveys. • Improved collections. • Collections development. • Programs to engage youth in library services. • Language programs.

	<ul style="list-style-type: none"> • Digital collections from and about indigenous peoples. • Collection acquisition. • Programming- educational programs for community, not limited to oral histories, land, activism, etc. • Coding & programming needs. • Video editing and creation - for oral histories and mo'olelo - everything from youth programs to up-and-coming native filmmakers; equipment & software; staff to help patrons w/ this service. • Youth programs. • Programming. • Mentor and training programs for succession planning. • More integrated library + community projects. • PD for non-native staff - cultural competency. • Recruitment programs for AI/AN undergraduates in ALA-accredited library programs. • Indigenous recruitment of Indigenous into the field and scholarships to support them. • Scholarly database subscriptions. • We need more representation of Indigenous peoples within the LIS field, as librarians and library administrators! -- Scholarships & mentorship programs are crucial for opening pathways for this.
<p>What are the barriers that prevent you from seeking funding?</p>	<ul style="list-style-type: none"> • Not knowing where to search for funding opportunities. • Community needs surveys. • Not eligible for many that look relevant. • Too small to attract support from funders. • Granting organization rules -- need operating funds! • Complicated applications. • No grant writing skills. • Most grants are for special projects. We need operating support. • Most grants are for special projects. We need operating support. • Completing grant deliverables while also trying to write competitive grants. • Tribal government bureaucracy. • Tribal government bureaucracy. • Governmental bureaucracy - it takes at least a month to get all the approvals just to apply for anything. • Getting support and recognition from state libraries and state library associations. • Virtually all grants through the state here do not include Tribal libraries as we are not eligible for state aid. • Don't know about opportunities. • Population-based awards. • Don't know about opportunities. • That new study about tribal libraries coming out in Nov. will also be helpful.

	<ul style="list-style-type: none"> • "Pass-through" funding. • If we write a successful grant, we need to hire someone to run the project (staff are already spread so thin) and then it takes ages to train them by which time the grant is already behind schedule. • "Pass-through" funding. • Geographic/administrative limits for grants. • Time to research and apply for grants! • Time to research and apply for grants! • Grant writer • No grant writing skills. • Don't know about opportunities. • Lack of time and skill for grant writing. • Small staff/limited time. • Staff still out due to covid closures. • Don't have enough info to get a "baseline" on what tech and broadband the library has and what it needs. • Time- over worked/limited staff. • Time! - occupied with daily operations, no time to write those grant proposals nonetheless reserve time to get the training to write grants. • Tribal government bureaucracy. • Limited time to complete applications. • Tribal rules make it hard to fund staff lines through grants. • Complicated applications. • Funding rules that eliminate tribal governments. • Very competitive grant applications - need to be distinctive. • Need to balance competing demands of archives, library, and museum. Museum tends to be most visible, archives least. • Training. • Most grants are for special projects. We need operating support. • Too small to attract support from funders. • Very traditional library organization. - I can't apply to other grant organizations. • Feels like our programs and projects are only valued by native grants so sometimes don't bother going for other "national" grants that seem to relegate us to the margins. • Locality and financial support of LIS programs to get more indigenous peoples in the LIS field.
<p>What resources would be most helpful to you as you seek funding?</p>	<ul style="list-style-type: none"> • We need more professional library staff. • Paying for a substitute to run library while grant is written. • Training for non-grant professionals. • Funders reviewing grant drafts would help to improve applications before submission. • Mentor to assist writing the grant. • Grant-writing workshops where everyone writes a portion of the grant at the same time.

	<ul style="list-style-type: none"> • Project planning help. • ATALM sharing grant opportunities. • ATALM support would be amazing. • An ATALM staff person for consultant to help develop model applications for use by tribal libraries. • Help find grant opportunities that fit our library. • An ATALM staff person for consultant to help develop model applications for use by tribal libraries. • Can ATALM provide training for staff through webinars. • An editor from ATALM for grants being submitted. • Smaller grants go a long way. ATALM can serve as regranting agency. • Want someone to research the ways in which government and charitable funding reinforce colonial approaches and mechanisms. • Institute of Museum and Library services for funding resource. • Potential partnerships with colonial institutions -- Newberry Library, American Philosophical Society, etc. • TA for newly established efforts. • Funders reviewing grant drafts would help to improve applications before submission. • Want funding to support the goals of the UN Declaration (UNDRIP). • (One-stop shop) for notices of awards, best practices. • (One-stop shop) for notices of awards, best practices. • Partnerships with R1 academic libraries in support of Tribal librarians and AI/AN scholars. • Specific tribal library grant funding portal and resources. • Curious about a survey on "advanced cultural knowledge" that the data person shared out earlier - how many librarians (outside of ATALM folks) really have this? ... there's seems to be some separation between librarians and cultural practitioners in libraries. • Marketing skills training so librarians know how to share all that they are accomplishing to the greatest benefit -- i guess, building advocacy skills and all that entails. • Funders often want more expertise than the facility has yet. Need grants for beginners! • Need for greater understanding of potential of library by tribal council. • An ATALM staff person or consultant to help develop model applications for use by tribal libraries. • Increased support and awareness of State library agencies -- library consultants, resources, grant funding. • More coordination between ATALM and AILA and IMLS? • Surveys developed that we can adopt/adapt and use locally to gather more location-specific info. National surveys are also helpful but local info in hugely useful for assessing current situation/climate. • Development managers/officer are needed. • Project development training.
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	<ul style="list-style-type: none"> • More concrete national library organization for assistance. • Project planning help. • A community survey to support grant applications. • Developing/improving state tribal library programs. • Training for non-grant professionals. • Would be helpful to have folks write grants and include those libraries as consortium partners so that we get to build our services and participate but not have to be the primary person dealing w/ administration and the bureaucracy (again time is a precious resource when you have limited staff). • Smaller grants go a long way. ATALM can serve as a regranting agency. • Assessment of # of native people in libraries and in the various roles. Has this been done before? • Community input, comm. needs assessment. • Potential for colonial colleges/universities to provide training to Indigenous students in their libraries and archives. Those students then take that knowledge back to communities. • Use the same or similar proposal sections to make it easier for writers. • More coordination between local, state, and federal library organizations. • Assessment of needs... and reports that we could then point to identify/support the need(s) we're trying to write grants for.
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Breakout group facilitator notes: Library professional development and technical assistance

<p>What are your top priorities and concerns for ensuring tribal library staff are nurtured and provided with culturally relevant library skills?</p>	<ul style="list-style-type: none"> • Training • Regional training • Mentoring and networking • Grants management • Collaboration with other tribal libraries for funding • Forums to problem-solve • Online training and certificate programs • Digital stewardship • ATALM training for IMLS projects
<p>What are your top priorities and concerns for managing your library?</p>	<ul style="list-style-type: none"> • Meeting the community needs • Acquiring culturally relevant books (in first language) and other resources • Language programs/lab • Programs with Indigenous presenters (children’s books) • Building a digital repository • User-friendly websites • Oral history and genealogy training

<p>What type of technical assistance is most helpful?</p>	<ul style="list-style-type: none"> • Need to define “tribal libraries” • Computer training for elders and volunteers • Holding state and state libraries accountable (LSTA funding) • Collaborative purchasing • Graduate student education/internships • TRAILS
<p>Priorities or Action Items:</p>	<ul style="list-style-type: none"> • Establish a national organization to provide technical assistance, training, cooperative programming, and regranting of funds in support of tribal libraries. Build on the TRAILS model. • Support more travel and stipends for library staff to attend training events. • Work with IMLS to establish a Library Assessment Program like the Museum Assessment Program. • Provide resources and funding for tribal libraries to develop and implement library standards of service.

Jamboard notes: Library professional development and technical assistance

<p>What are your top priorities and concerns for ensuring tribal library staff are nurtured and provided with culturally relevant library skills? <i>In particular, what training topics are needed?</i></p>	<ul style="list-style-type: none"> • We need itinerant library trainers. • Training on providing cultural resources/culturally appropriate resources for teens/young adults. • Training on Grant management skills and evaluation techniques. • Digital stewardship and preservation. Combined training on library and archival collections. • Our group is doing a training on the basics of oral history in April. Maybe that belongs under needed topics. • Tie ATALM training to IMLS funding priorities. Prepare us to plan implement successful projects. • Providing cultural competencies to non-Native personnel. • We need to train young people to be leaders and we need to train leaders to support culture. • It seems that I'm always in need of customer service reminders. • Training/Guidance in navigating and balancing cultural teachings/perspectives and western institutional perspectives. • How to be a sole librarian. • Tie ATALM training to IMLS funding priorities. Prepare us to plan and implement successful projects. • Self-Care when dealing with sensitive material. • Digital editing skills. • Digital stewardship training. • We need to train young people to be leaders and we need to train leaders to support culture. • Cultural Protocols specific to region. • Migrating Data.
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	<ul style="list-style-type: none"> • Training or open opportunity to distant or virtual response to extend services for tribal members outside of reservation or proximity to library/museum. • More equitable support especially young generation of soon-to-be or want-to-be tribal librarians • Classification and cataloging. • Cultural Fluency videos and community speakers. • Recognition from greater community, meaning non-Native community regarding their work and visibility. • Integration of archives into cultural materials.
<p>What are your top priorities and concerns for ensuring tribal library staff are nurtured and provided with culturally relevant library skills? <i>In particular, what delivery methods work best?</i></p>	<ul style="list-style-type: none"> • Ability to access training across state lines. Many training efforts are tailored to particular areas or cultures, but some training could be shared across tribal lines. Lots of good training is limited to a local area. • More regional training • Mentoring programs, whether virtual or in-person, for single or small staff libraries. • A forum for tribal librarians to ask questions, learn new skills, hear about funding, etc. • Keep providing certificate programs at ATALM. • More mentors. • More webinars. • Weekly tips to staff. • Create regions within ATALM and then provide localized training and services. • Renew online library degree programs similar to San Jose State's "Circle of Learning." • Develop online training with certificates or badges. • A forum for tribal librarians to ask questions, learn new skills, hear about funding, etc. • More regional training opportunities • weekly tips to staff • More mentors. • Tribal Satellite Network with Indian Ancestry.com • strategic networking opportunities • More regional training • More webinars • Renew online library degree programs similar to San Jose State's "Circle of Learning." • Online training opportunities. • More training opportunities • Keep providing certificate programs at ATALM. • Training opportunities with weekend hours. • Create regions within ATALM to provide localized training & services. • Develop online training with certificates or badges.

<p>What are your top priorities and concerns for ensuring tribal library staff are nurtured and provided with culturally relevant library skills? What else should be taken into account?</p>	<ul style="list-style-type: none"> • Develop an online clearing house to promote fellowships, internships, and employment opportunities for Native people. • Get young tribal members involved in library operations as volunteers or interns. • Provide more scholarships for people to attend conferences. Most libraries don't have a training budget. • Costs of training. We think that the cost is a big concern for most folks. Does this match what others know? • Tribal librarians to be able to network with one another and support each other in meeting their needs and forming joint initiatives. • More online opportunities for learning new software, apps, technologies. • Increase tribal leader awareness of the need for trained library staff. • Amen to this one! • Develop an online clearing house to promote fellowships, internships, and employment opportunities for Native people. • Provide more scholarships for people to attend conferences. Most libraries don't have a training budget. • Increase tribal leader awareness of the need for trained library staff. • Inspire young people to be interested in working in libraries.
<p>What are your top priorities and concerns for managing your library's collections?</p>	<ul style="list-style-type: none"> • Indigenous children's literature. Highlighting Indigenous authors and illustrators. • Ensuring our collection meets the needs of the community. • Acquiring books in our 1st language. • Providing access to contemporary, culturally relevant books and magazines by Native/Indigenous authors and publishers. • Adding e-books and audio books. • Knowing where to find out about new, culturally relevant authors. • Acquiring contemporary creative materials, including poetry and art, and copies of collections in other libraries. • Digitizing and transcribing relevant tribal documents stored in partner libraries. • Catalogue system digital archives and cultural sensitive items. • Ensuring our collection meets the needs of the community. • Building digital repository collection. • Cultural youth language/reading classes or programs. • Proper cataloging. • Adding e-books and audio books.
<p>What are your top priorities and concerns for managing your library's public programs?</p>	<ul style="list-style-type: none"> • Literacy Programs. • Youth programs. • Maker Spaces. • Author visits. • Author Visits and Read Alouds. • Presentations and lectures by Native professionals and cultural experts.

	<ul style="list-style-type: none"> • Support language programs. • Adding research database access. • Literacy Programs. • Oral History. • Maker Spaces. • Volunteer program. • Support language programs. • Master Apprenticeship Language programs. • Training on how to keep people interested. • Author visits. • Author visits. • Youth programs. • Build stronger children's section with the program to ensure confident readers. • Genealogy.
<p>What are your top priorities and concerns for managing your library's staffing/administration?</p>	<ul style="list-style-type: none"> • Cataloging collections. • Increasing operating hours. • Succession planning onboarding new staff. • Training new staff. • Training community volunteers to help with specific projects or tasks at the library. • More trainings. • Connecting young students to library in a way that fosters careers. • Access to training that doesn't require excessive travel. • Sustainable funding. • Training new staff. • Continuing education. • Broadband, IT support and equipment. • Summer youth employment • Cataloging collections. • Increasing operating hours.
<p>What top priorities and concerns have not yet been taken into account?</p>	<ul style="list-style-type: none"> • Public computers, lack of broadband. • Partnerships with local public library system to increase services to local tribal library. • Coordination between the library and the language programs. • Dedicated language lab. • Encouraging people to come in to use the library. • Creating a research use policy. • Coordination between library and archives. • Connecting staff AILA and ATALMS and regional library associations. • Good point about connecting national, regional and local organizations. • Public computers, lack of broadband • Having a user-friendly library website. • Having a user-friendly library website.

	<ul style="list-style-type: none"> • Genealogy training and resources for staff and community. • Dedicated language lab. • Cultural and language workshops. • Support for tribal members in college.
<p>What types of technical assistance are most helpful?</p>	<ul style="list-style-type: none"> • Provide computer training to users and computer and connectivity training to volunteers who can aid users. • Computer training for special groups like Elders. This came up in a class I took yesterday. So people can lose the fear of technologies. • Require State Library Agencies receiving LSTA funds to also provide services for tribal libraries. • Having a professional visit the library, evaluate it, and make recommendations for improvement would be a big help. • If AILA, ATALM and the IMLS could come up with a clear definition for "tribal libraries" State Libraries could adopt that definition. That would be helpful. • Create a network of professional librarians who can serve as volunteer mentors for tribal librarians. • "Cheat Sheet" type list of resources for issues that are rarely encountered to refresh problem solving. • Create internships for MLIS students to work with tribal libraries. • The Toward Gigabit Libraries toolkit (IMLS-funded) has a self-guided tech inventory, troubleshooting and advocacy tool: http://internet2.edu/tgl. We are in the process of expanding to more tribes in the next 1 1/2 years! • Yes, to mentors. • Re-establish the Training and Assistance for Indian Library Services (TRAILS) program. • Yes to a standard legal definition of tribal libraries that recognizes that in small communities t.l. may be combined in schools, community libraries, cultural centers, museums. • Develop a collaborative purchasing program to help tribal libraries purchase books, databases, software, and equipment. • We need a Library Assessment Program similar to the Museum Assessment Program. • Create internships for MLIS students to work with tribal libraries. • Curating catalogs. • Require State Library Agencies receiving LSTA funds to also provide services for tribal libraries. • Working with classification systems and subject headings. • We need a Library Assessment Program similar to the Museum Assessment Program. • Develop a collaborative purchasing program to help tribal libraries purchase books, databases, software, and equipment. • Having a professional visit the library, evaluate it, and make recommendations for improvement would be a big help.

	<ul style="list-style-type: none"> • More recognition and support from state libraries and state library associations. • Re-establish the Training and Assistance for Indian Library Services (TRAILS) program. • Create a network of professional librarians who can serve as volunteer mentors for tribal librarians. • Working with classification systems and subject headings.
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Breakout group facilitator notes: Tribal library facilities

<p>What features would you change about your current facility? What features would you prioritize for inclusion in a new facility?</p>	<ul style="list-style-type: none"> • Culturally relevant spaces • Upgraded technology • Designated spaces for specific uses (makerspace, language lab, archival space children’s spaces) • Upgraded furnishings (roof, flooring, HVAC) • Community spaces • Space for expansion • Access to experts for planning
<p>What are the barriers that prevent you from improving your current library or building a new one? What resources are most helpful?</p>	<ul style="list-style-type: none"> • Understaffing • Lack of community engagement • Funding (for construction, expansion) • Low administrative support/board member support • Federal funding • Fundraising training and strategies (grant writing, cultural sensitivity) • Funding (for library facilities and also staff professional development) • More space for expansion
<p>How will a new or improved library facility benefit your community?</p>	<ul style="list-style-type: none"> • More resources will become accessible • Gathering space for the community • Space for local performers, space for authors to share, more workspace for people • More space for collections • Increased information access • Provide more programs • Space for cultural expression
<p>Priorities or Action Items:</p>	<ul style="list-style-type: none"> • Develop “build ready” plans to facilitate the development of tribal libraries...a 21st Century Carnegie Library program tailored to the needs of Native communities. • Support the “Build America’s Libraries” Act to secure a minimum of \$150,000,000 to build or improve tribal library facilities. • Create a program with training and resources to help Native communities build or improve library facilities. • More zoom training to be available for all library staff to join.

	<ul style="list-style-type: none"> • Mentors from other tribal libraries who have recently expanded or have built new. • Have best practices for those who have not started a new building process.
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Jamboard notes: Tribal library facilities

<p>What features would you change about your current facility?</p>	<ul style="list-style-type: none"> • New furnishings. • Modernize the space but reflect cultural ways. • Display collection of artwork from local Native artists. • Better decor...more reflective of our culture. • Cozy, ambient lighting. • Upgraded Computer labs. • Designated children's area. • Lending lockers. • Easier access to Library (patrons have to be escorted at the moment). • Broadband! • Lending abilities for technology. • Improved circulation area. • Accessible database for digitized collections. • Digital services eBooks etc. • Upgraded technology. • Add additional technology into existing spaces. Not sure what tech but would like something new. • Update facilities with specific spaces for private study/work, children's area, community meeting room. • Upgrade archives space to meet archival specifications. • Building addition. • Dedicated children's space for children. • New furnishings. • Better lighting. • Parking. • New furniture. • Upgraded Computer labs. • Archives room. • More language books. • Better flooring (carpet is not program friendly, hello paint pouring). • More space. • Improved circulation area. • Better HVAC. • Better internet service in the Library. • More involvement in designing the library space. Administration does everything in planning. • Auditorium beside library. • Better decor...more reflective of our culture. • Bigger conference room.
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	<ul style="list-style-type: none"> • More Cultural Art and items. • Relocate from the basement. • Kitchen for community events. • Storage, bookshelves, cases, display options. • Memory lab for community. • Cultural/museum. • Combine library with neighboring culture center. • More display cases/areas. • Add another level. • More space to grow our collection. • Digital printer. • Space/bookshelf space. • New roof, updated bathrooms, and rewired electricity to accommodate more technology needs. • New bookcases and library furniture. • Kitchen or gathering room for family events. • Digitization station. • The size of my facility. • The size of my facility. • Size, computer space & bookshelves.
<p>What features would you prioritize for inclusion in a new facility?</p>	<ul style="list-style-type: none"> • Art Gallery, maybe a small store to help local artists. • Language Lab. • Children's Reading Room. • Comfortable furniture. • Secure display for unique archive materials. • Establish more library kiosks for public WI-FI and collections access (e.g., at chapter houses, tribal museums). • Small coffee shop. • Digitization Lab. • More staff offices and storage. • Performance space. • Fakescape 3-D Visualization Area (bring teenagers into the library). • Archival preservation workspace. • Arts & Crafts Studio. • Recording Studio for oral histories. • Buffer space in shelving to grow collection. • Outdoor spaces with shade structure, play area, sitting areas, wi-fi. • Flat space storage for photographs, art, and more fragile papers. • Shelving layout that embraces natural light. • Huge Maker Space. • Additional space for collection, study, meeting, comfortable seating, children's area, and archives. • Space for children to quietly read while parent(s) are studying. • Space for working with archives materials in library space. • Computer lab/children computers.

	<ul style="list-style-type: none"> • Community Garden. • Research Library. • Workspace away from reference/circulation desk. • Large community gathering space. • Archival space. • Programming space - rooms designated specifically for arts & crafts, demo kitchen, etc. • Outdoor reading area. • Community space/room for programs. • Performance space. • Children's Reading Room. • Dedicated space for children and YA books and for them to spend time in library, children's only zone. • Culture incorporated into design. • Space that is actually designed to be a library. • Space that college students want to come to and use. • ATALM could facilitate funding for the purchase of cultural art. • More staff offices and storage. • Entrance that is more visible. • Space to do programs (in the future when it is safe). • Archival space that is climate controlled. • Small coffee shop. • More display space. • Lending library for tribal members. • Wi-fi and more computers for the public. • One library for the community where everyone is welcome. • Recording space for language, elder interviews. • Language Lab. • Better flooring (carpet is not program friendly, hello paint pouring). • Digitization Lab. • Recording Studio for oral histories. • Program space just for beading. • Archives room...climate controlled. • Archive space linked to digital archive records. • Arts & Crafts Studio. • Natural light (with protection for UV). • Community-created décor. • Fakescape 3-D Visualization Area (bring teenagers into the library). • Maker space & tool library. • Outdoor/Messy Classroom space for programming like tanning a hide. • Community Garden. • Art Gallery, maybe a small store to help local artists. • Research Library. • Digital Center, audio/computer/video. • Huge Maker Space.
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<p>What are the barriers that prevent you from improving your current library or building a new one?</p>	<ul style="list-style-type: none"> • Lack of administrative support. • Lack of administrative support. • Lack of communication between library and higher ups on decisions affecting the library. • Coordination of efforts, political will. • Lack of tribal leader commitment. • Teaching staff not encouraging students to use library. • Lack of understanding what we need and why. • Convincing the community that Libraries are still viable. • Lack of support from community. • Library shares space with other tribal depts so no room for expansion. • Need land. • Funding and finding grants library is eligible for. • Funding. • Space, would like to add on to current facility but there is no additional space around the area. • Don't know where to start. • Funding
<p>What resources are most helpful?</p>	<ul style="list-style-type: none"> • Create a national Capital Campaign to fund the development of tribal libraries. • Community Builds Culture Program for libraries (ATALM is doing it for museums). • Participation from the community. • A library assistant or volunteer support. • PR campaign to emphasize how tribal libraries can become 21st Century libraries if they have resources. • Community input, community needs assessment. • Creating space within our already existing building. • More equitable mechanism to use state funds for library construction. • Pass the Build America's Libraries Act so funding is available. • Archive has a lot of expensive one-time purchase needs. • Designated funding for tech upgrades over time. • Increased budget due to merger of library and archive into one department. • Shovel ready plans. • Expand thinking about libraries. They are not just about books. They are now community centers, cultural centers, after school places, and so much more. • Funding. • Funding specific for archival spaces. • Funding for renovation, improvements, or new construction. • Funding specific for libraries, grants, private donors.

<p>How will a new or improved library facility benefit your community?</p>	<ul style="list-style-type: none"> • Better accessibility to all resources. • Easier access to resources. • We can start bringing our materials home. • The community will have a place to gather and learn. • A MORE LITERATE COMMUNITY. • Community gets excited about learning. • More programming for community (information, recreational, cultural). • Less needed librarian assistance to help with basic tasks. • Archival space to house all tribal material. • Easier and greater access for the community (library and archival). • Upgraded archives will maintain our tribal records. • Library will be back in a building with some classrooms instead of a far less busy building. • Archive materials will be in an accessible space instead of spread across campus in storage. • Information needs of community will be better served. • Greater access to technology. • Preservation of our history. • Organized system for people to research their genealogy. • Better utilization of resources. • New location will allow for featuring archived items during the annual powwow since the spaces are next to each other. • Provide additional space for community needs. • New space will make the library feel more welcoming. • Central organized designated space instead of going to multiple places. • More support for local authors, performers, and artists through performance and gallery space. • Creating a comfortable space and additional services for community. • Provide more resources, space for afterschool/summer programming.
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