

Inclusive
Programming
Motivated by Staff

Presenter: **Cynthia Palacios**



sandiego county **library**



2012 LIBRARY OF THE YEAR

Self Care

- Burnout happens to all, it's part of the process
- Preventative care –"share the love"
- One person can do a lot more with staff support
- Program development by staff team not just one individual



Cross Training-Staff

- Staffs diverse skillset and interest were expected to be developed
- Staff member's interest and strengths were embraced
- Staff skillset were utilized & success was shared among the entire team



Cross Training Staff Cont.

- Incentives: promotional opportunities, being part of a cohesive team, inclusion of all staff, communication, constructive work environment, community impact...



Cross Training Effect on Community

- Cohesive team work reflected
- Patrons took ownership of the library
- Word spreads -“for the community by the community”



Minority Role Model

- Stereotypes
- Life long impact
- All members/ all ages
- Community impact





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