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### CULTURAL HUMILITY IN LIBRARIES

A CALL TO ACTION AND  
STRATEGIES FOR SUCCESS

EDITED BY SHANNON D. JONES  
AND BEVERLY MURPHY

**NEW BOOK!** Request *Cultural Humility in Libraries* by Jones & Murphy (A20519413904)

## ANNOUNCEMENTS

**Upcoming FLLS Staff Out-of-Office:** Eric—2/28-3/3; Diana—3/13 & 3/26; Tom—3/18 & 3/26; Jenny—3/27.

## LINKS TO MAKE YOU THINK

[Resilience Targeting and Libraries: Navigating the Effects of Misinformation, Censorship, and Distrust](#)

[Rochester \(NY\) Public Library Program Takes Teens to Washington, DC](#)

[Programming Librarian: Browse Programs](#)

[Ask the Lawyer: Recently Asked Questions](#)

[Best Practices and Library Program Ideas for Autistic Children and Teens](#)

[Governor Hochul Releases New York's First Media Literacy Toolkit for Educators](#)

# FROM THE DIRECTOR

As we close out February, here are some updates for you:

## NYS Budget/Advocacy

- Advocacy Day was February 5<sup>th</sup> in Albany. NYLA reported over 600 library advocates throughout the State attended and went well. FLLS did not offer a bus this year as we are focusing on localized visits instead.
- The NYS budget must be passed by April 1, however it is often late.
- Governor Hochul is suggesting \$104.6M in library aid (\$0.7M increase) and \$34M for construction (technically a \$10M decrease from last year). NOVELny, a series of databases available for all residents of the State is proposed to be funded for \$3M.
- It is still early and we expect the Senate and Assembly one-house budgets to be out shortly.
- Watch for email blasts from NYLA, and please take part when you see them.



FLLS took part in our first localized visit on Tuesday, February 25. I joined Mary-Carol Lindbloom and Jessica Phillipe from South Central Regional Library at the Tompkins County Public Library to meet with United States Representative Josh Riley. While we were only able to meet with an aide from his Binghamton office, we used our time to speak about the importance of federal funding to museums and libraries, especially relating to funding our NY State Library. We also spoke about concerns about information being removed from federal websites and our dismay at systematic stripping of DEI initiatives.

**Annual Reports** – A very large thank you to Jenny from FLLS and to all of our 33 libraries for completing your annual reports on time. Jenny has reviewed all 33 libraries and all have been officially submitted to the State before the March 1 deadline. The Finger Lakes Library System Board of Trustees reviewed and approved our system annual report on February 19 and our report was filed after that meeting. We know that this is a large undertaking by our directors, library staff, library trustees and bookkeepers each year, and we thank you for working on this important document in such a timely manner.

**Federal Concerns** – FLLS has been receiving many questions and concerns due to the rapid, changing nature of federal news. A reminder that the majority of system and member library funding is state funding and not federal. The bulk of library funding to us and our members is not in jeopardy. Instead, we see most of federal funding in grants. For example, some of our libraries (and FLLS) take part in IMLS (Institute of Museum and Library Services) grants or NNLM (Network of the National Library of Medicine) grants. E-rate, a program that FLLS applies for on behalf of our libraries to reduce internet fees, may be in jeopardy, and we are monitoring this and will alert our members if anything changes.

A reminder that we sent out information from Stephanie “Cole” Adams and a document she created, [Top Ten Risk Management Exercises For Governing Boards of Libraries & Cultural Institutions During the 2025 Federal Shift](#). This document is especially relevant for governing boards and leadership of libraries and cultural institutions. It provides a breakdown of 10 exercises a board can do to assess the ongoing impacts of recent changes in federal policy in 2025. We ask that all directors and trustees read this document.

I hope everyone has a wonderful weekend,  
Sarah





# MEMBER LIBRARY NEWS

Do you have something to share? Please email [jshonk@flls.org](mailto:jshonk@flls.org)!



## Tappan Spaulding Memorial Library in Newark Valley

“StoryTime was a blast this morning! We read *The Mitten*, found animals in the ‘snow’ and helped them into their mitten, decorated mittens, and even made some snow angels! You never know where kids' imaginations will take you!!”

See more pictures on [Instagram](#).

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# CONTINUING EDUCATION

## Upcoming Webinars

### [Embracing Neurodiversity: Cultivating an Inclusive Workplace for Neurodivergent Staff \(WebJunction\)](#)

**Tuesday, March 4 | 3:00-4:00pm | FREE**

Work environments that are made up of people who think differently bring more ideas and perspectives to the table. In fact, research consistently shows that diverse teams are better at problem solving, are more innovative, and are more effective. As our workplaces become more diverse, it becomes everyone's responsibility to learn how to embrace differences. In this webinar, gain an understanding of the term 'neurodiversity' and learn about the strengths of those who are neurodivergent. In addition, attendees will learn about ways they can support inclusion of neurodivergent colleagues to help create a more supportive and welcoming environment for all. Presented by Renee Grassi.

### [Mental Illness Short Course: High Risk and Low Risk Situations with Ryan Dowd](#)

**March 10-14 | Various Times | FREE**

In this 20-minute training you'll learn:

- Three "red flags" that a situation involving mental illness is high risk of violence
- Five common situations that are low risk of violence
- Two tools to use in low risk situations

Plus there's an interactive workbook and certificate of attendance.

### [Practicing Empathetic Listening with People Different from You \(FLLS\)](#)

**Wednesday, March 19 | 10:00-11:30am | FREE**

Join us for a fun and revealing intergenerational dialogue. After reviewing active listening techniques, we will practice these in small groups, first with those from our own generation, and then with participants from different generations. Participants will self-identify in this challenge by choice, interactive workshop, and will gain comfort and understanding in working with younger and older people. You also will learn tactics for inviting people different from you in other ways to a world that promotes human dignity for all people. Ultimately you will walk away from this session with the seeds of courage to work with the marginalizing demands made by some patrons. Come with a song that represents your generation! Presented by Mike Bishop. Registration is required, session will be held on Zoom and will be recorded.

### [Patrolling the Stacks?: Responding to Activity By ICE & Other Law Enforcement Agencies At Your Library \(RRLC\)](#)

**Wednesday, March 19 | 2:00-3:00pm | FREE**

New York libraries of all types have an ethical and legal obligation to protect library records and patron privacy, including when information is requested by law enforcement or private investigators. This webinar by attorney Stephanie "Cole" Adams, her team, and a special guest will review the rules and practical techniques for following those legal and ethical obligations. Whether you are a library worker, director, or trustee, join us for 90 minutes of active learning! You are invited to submit a question for the presenter - there will be a place to do that during the registration process. You can also submit questions over email to [nathan@losapllc.com](mailto:nathan@losapllc.com). The deadline to submit questions is March 7.



## TECH TIP



### Scam Alert: Phishing Madness



Beware of March Madness, criminal hackers are at it again, after Valentine's Day their phishing agenda has moved to the next topic. They are now spoofing popular March Madness websites, and that includes bracket sites and live game streaming.



Last season, traffic activity from users streaming games and checking brackets for updates increased by 100% during the first round of the NCAA tournament.

Also, monitoring sites observed an increase in activity related to this category and discovered a clear upward spike in malicious activity, such as phishing pages, adware downloads, and attempted domain squatting. All of this is going on again this year, and it will be on your corporate networks if you do not take proactive measures.

Make sure your email filters are getting updated consistently and as often as possible. Next, I suggest you send this email to your employees, friends and family. You're welcome to copy/paste/edit:

Heads-up! The bad guys are at it again, this time with March Madness. They are sending phishing emails, and try to lure you to scam sites that are copies of legit sites that cover brackets and stream games. That way they steal your username and password which they can use to hack into our network and perhaps other sites where (we hope not!) you have used the same password.

So, only use NCAA-sanctioned, official sites and apps and don't make this March Sadness!



For KnowBe4 customers, we have a few brand-new templates in the Current Events category, three NCAA flavors and also a few very recent other phish-bait current events. Here is a screenshot at the KnowBe4 Blog: <https://blog.knowbe4.com/scam-of-the-week-phish-madness>

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## Looking for Assistance with Polaris?

Visit <https://www.flls.org/polaris-documentation/> to view Polaris handouts and videos! The videos are password protected.

***If you cannot access Polaris, please contact the CNS Department immediately: 607-273-4074 ext. 237 or use the After Hours support numbers!***

Otherwise, please submit a **HelpDesk** ticket: <https://flls.samanage.com/login>. You will have to create an account.

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# PROGRAMMING & OUTREACH

## Love Your Library Funds Mini Grant Winners

Ten FLLS members were awarded Love Your Library mini-grants to use for their 2025 Summer Reading presenter/performer programming. Congratulations to the following libraries: *Candor Free Library, Edith B. Ford Memorial Library, Lansing Community Library, Peck Memorial Library, Phillips Free Library, Powers Library, Port Byron Library, Seneca Falls Library, Southworth Library Association, and Spencer Library!*

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## Performers & Programs Database

Scouting for new talent? Visit the NYS Link to Performers and Programs database: <https://performersandprograms.com/>

Know a presenter? Tell them about this resource. They can sign up for a free account and reach libraries all over NYS.

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## Summer Reading 2025

Need some summer inspo? Be sure to register for the virtual SRP Collab Teen Programming Workshop on Tuesday, March 11. (Email sent out on Tuesday, Feb 19). The session will be recorded.

**Save the Date!** The FLLS Spring Into Summer Reading Meeting is coming up on Thursday, April 17th. Watch for session details and registration the first week of March.

**Summer Reading LibGuide:** This is where all things Summer Reading live: <https://scrlc.libguides.com/fls-summer-reading-2025>

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## Econtent

Our Libby User Experience Survey went live on February 14 and closes on Monday, March 3. Patrons will see the link when they log into Libby.

All 33 member libraries contributed or have pledged to purchase econtent for our 2025 OverDrive Collection. Thank you! Invoices are due March 1. FLLS pays for the annual platform fee and chips in almost double the amount of member pool contributions to curate our shared collection.

E-content is popular, but publisher licensing models can create access issues. We encourage you to learn more about a current legislative initiative at the state level regarding e-book licensing reform: [A.3589 \(Carroll\) - NYLA Memo of Support](#)

- This bill would help ensure libraries are able to provide patrons access to electronic books and digital audiobooks, providing requirements for contracts between libraries and publishers that involve electronic library materials.

# AWARDS & GRANTS



**It's that time again!** Do you have an idea for an outreach project but lack funding? Member libraries in our service area can apply for an Outreach Mini-Grant! Applications are **NOW OPEN** for the 2025-2026 grant cycle. \$15,000 is available! ***All applications are due March 21, 2025.***

Visit the [Outreach Services](#) page to download an application or to view the FAQs and Tips document. *Have a question? Stuck on an idea?* Email Jenny Shonk at [jshonk@fills.org](mailto:jshonk@fills.org).

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## SCRLC Digitization Awards

For 2025-2026, applications are especially encouraged for:

- partnerships increasing representation of and with communities that have been historically and systematically oppressed;
- geographically underrepresented communities in the SCRLC region;
- innovative approaches to availing digitized collections, e.g., holding or co-organizing a Wikipedia edit-a-thon to add links to New York Heritage collections, walking tours, virtual tours through ESIE, or HistoryForge participation.

All proposals received will be presented to a review panel comprised of expert individuals from outside the SCRLC region for evaluation and funding recommendations. Individual applications are limited to \$5,000; partnership applications, to \$8,000.

The application packet is available in Word or PDF format: <https://scrlc.org/grant-information>.

Applications must be completed and submitted electronically to Claire Lovell, SCRLC's Digital Services Librarian, at [clovell@scrlc.org](mailto:clovell@scrlc.org) by **Friday, April 11, 2025**. Please contact Claire with any questions.