

LIBRARIANS FOR DIVERSE COMMUNITIES

Preparing Librarians to Serve Diverse Communities Along Our Nations' Border

A Serra Cooperative Library program (Funded by Laura Bush 21st Century Librarian Program, Institute of Museum and Library Science)

Guidelines and Instructions

Fall 2010 / Spring & Summer 2011

Application Receipt Deadline: March 31, 2010

PROGRAM GOAL

The goal of this program is to recruit and educate Serra new librarians who will understand through experience how to effectively serve diverse communities, including isolated rural communities, as well as multicultural and multi-linguistic communities along our nation's border.

PROGRAM OVERVIEW

The Serra Cooperative Library System, in partnership with the San Jose School of Library and Information Science, will recruit and educate a new generation of culturally competent librarians who will serve California's two counties bordering Mexico. The project will address the challenges currently faced by the Serra Cooperative Library System libraries as they struggle to fill a growing number of vacant librarian positions with individuals who enjoy serving the area's multicultural and multilingual population, who reflect the community's rich diversity, and who want to live and work locally. Future librarians will be recruited from the pool of 750 paraprofessionals who already staff Serra libraries. They will receive financial assistance and other support as they earn their MLIS degree and prepare to transition to professional positions. The entire Serra community will benefit from local educational events and networking tools that will expand their understanding of how libraries can meet the needs of diverse populations and encourage them to consider a career in librarianship

STUDENT ELIGIBILITY

- Applicant must work full or part time at a Serra Library.
- **Or**
- Americorp recipient who is working for a Serra Library.
- Acceptance into an ALA accredited MLIS degree program. Recent applicants must provide proof of application to library school and proof of acceptance by time of final candidate selection.

APPLICATION REQUIREMENTS

1. Completed LDC application including personal essay.
2. Resume
3. Three letters of support
4. Proof of acceptance to library school

INSTRUCTIONS

1. LDC Application is available at www.serralib.org. Download the MS Word document from <http://www.serralib.org/ldcforms/application1.doc>, fill out the form and save as a Word document and email to mdonez@serralib.org.
2. Resume to be submitted electronically to mdonez@serralib.org . Please tag with your name and RESUME in the subject line.
3. Letters of Support (instructions available at www.serralib.org/ldcforms/letter1.doc) from (a)Director/ Deputy Director, and (b)Supervisor plus a (c)Personal or Community reference. Please mail together to Serra Cooperative Library System Attn: Michelle Donez P.O. Box 121608 San Diego, CA 92112-1608.

All letters MUST be postmarked by March 31, 2010 to be included in your application package. Incomplete applications will not be reviewed.

All letters must be mailed together in one envelope.

PROGRAM PARAMETERS

Each individual may be reimbursed up to \$1500.00 per course for up to three courses per academic year and up to \$300.00 for required course materials, not to exceed \$5200.00 per academic year. Students will receive one year of financial support, and will need to re-apply each year if they wish to receive additional financial assistance. This annual program ends with Spring Semester of 2012.

SELECTION CRITERIA

Each application will undergo a review process by a five-member Screening Committee. This will be a "blind review" of the essay and application and a review of the Letters of Support.

The Screening Committee will use the following factors to rank applicants:

- Proven ability to work effectively with underserved populations
- Community involvement, as demonstrated by experience serving in community organizations
- Future goals as a librarian (i.e., service to a specific population or in a

- particular location)
- Fluency in two or more languages, including English. (not a requirement; applicant will receive extra points)
- Self-identification with an ethnic group that is underrepresented among Serra librarians.

Note: Multilingual skills and self-identification with an underrepresented population are NOT a requirement but will earn applicant more points in their overall score.

Applications will be evaluated and scored as follows:

Maximum Possible Score 100

Application 30 points
 Essay 55 points
 Letters 15 points

Application

- Community service/volunteer experience
- Work experience
- Fluency in two or more languages, including English (bonus points)
- From underrepresented population (bonus points)

Essay

- Contribution to community
- Ability to work with and experience with underrepresented population/s
- Thoughtfulness and quality of essay; writing skills
- Skills/abilities
- Future goals as librarian

Letters

- Skills and abilities
- Personal strengths, character
- Experience with underserved populations

TIME TABLE

February 1, 2010	First day to apply for LDC program
March 31, 2010	Deadline for LDC applications
June 1, 2010	Anticipated notification of LDC Award