

Evaluation Proposal for the Advancing Racial Equity Collection Development (ARECD) Program

By: Evalu850

The logo for Indiana Humanities is a circular emblem with a teal border. Inside the circle, the word "indiana" is written in a lowercase, sans-serif font, and the word "humanities" is written below it in a larger, bold, lowercase, sans-serif font. The background of the slide is a warm yellow-orange color, decorated with various white icons: a paper airplane, a hot air balloon, a magnifying glass, a book, and several sheets of paper with dashed lines and arrows indicating movement or flow. The central figure is a woman with long dark hair, wearing a yellow turtleneck sweater, reading a large red book.

indiana
humanities

OVERVIEW

01 Equity Focus

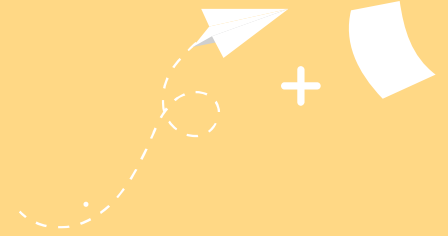
02 Program Overview

03 Logic Model

04 Partner Analysis

05 Evaluation Matrix

06 Challenges



EQUITY FOCUS: LEADING WITH EQUITY



We are leading our presentation with equity, cultural responsiveness, and ethics as we are centering these in every aspect of our evaluation. Overall, we are guided by the American Evaluation Association Guiding Principles with an extra focus on the following two principles:

- “D. Respect for People: Evaluators honor the dignity, well-being, and self-worth of individuals and acknowledge the influence of culture within and across groups.” (American Evaluation Association, 2018)
- “E. Common Good and Equity: Evaluators strive to contribute to the common good and advancement of an equitable and just society.” (American Evaluation Association, 2018)



EQUITY FOCUS: CULTURAL RESPONSIVENESS, & ETHICAL PLANS



Partner Review Panel

Comprised of 1-2 members from each primary and secondary partner group to support cultural responsiveness and the team's ability to ensure the evaluation is accessible to and informed by all partners



Team Positionality

Our team comes from diverse racial, ethnic, and cultural backgrounds. Our work is informed by our backgrounds while recognizing we are limited by our biases which we seek to limit through constant interrogation and reflection.



Communications

Evaluation communication materials and resources will be available in a variety of languages and sign language interpreters will be at meetings and presentations



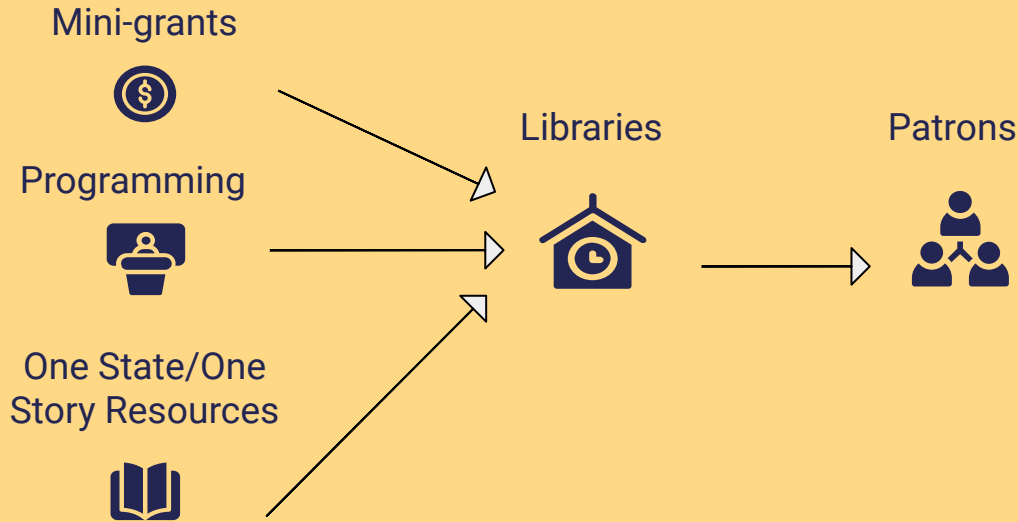
Accessibility


Centered in evaluation design, data collection, and dissemination through choosing accessible meeting locations and access to information in various formats



OVERVIEW: UNDERSTANDING OF ARECD

INDIANA HUMANITIES: A non-profit that supports integration of the humanities into the lives of Indiana residents through grants that support a variety of activities, including the ARECD program



1. ARECD provides mini-grants to grow library collections from a provided list of texts on racial equity.
 2. ARECD curates speakers and discussion materials to facilitate engagement with the provided list of texts.
 3. ARECD focuses the existing statewide book program on racial equity texts and provides programming and support to hosts.
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OVERVIEW: EVALUATION REQUIREMENTS



Engage staff and partners in each step



Articulate the program's outcomes



Evaluate priority outcomes in an equitable and culturally responsive way



Guide Indiana Humanities to use findings to enhance future delivery and outcomes



Ensure feasibility



Prioritize equity, cultural responsiveness, and ethics



OVERVIEW: THE STATE OF INDIANA



Population Demographics

Indiana population is about 6.8 million.

- 84% of the state population is white (compared to 62% nationally), 10% Black, and 7% Hispanic with no other group making up more than 5% of the population (US Census Bureau, 2022).
- Indiana has the largest Amish population per capita of any state (over 45,000) (Manns, n.d.).
- Indiana has an imprisoned population of just over 27,000 (National Institute of Corrections, n.d.)

Indiana covers a large geographic area (over 35,000 sq. mi.) and a population density of 189.4 people per sq. mi. (US Census Bureau, 2022).

27.8% of Hoosiers over the age of 25 years old have a bachelor's degree or higher, compared to the national average of 37.9% (US Census Bureau, 2021).

Racial Equity

Indiana ranks 7th of the 50 states on the Racial Equity Index which measures indicators of inclusion and prosperity. However, Indiana has significant racial disparities between white and Black residents including major differences in prosperity by race (National Equity Atlas, 2022).



OVERVIEW: LIBRARIES

Low educational attainment and low income are correlated with having never visited a library. (Pew Research Center, 2016).

Geography (rural, urban, suburban) does not correlate with whether an individual has been to a library (Pew Research Center, 2016).

Nationally

236 public library systems (Indiana State Library, 2020)

Indiana public libraries serve 2.69 million registered users (about 40% of the population) (Indiana State Library, 2020).

State of Indiana



LOGIC MODEL

Program Goal: To provide books and resources to Indiana libraries to help advance racial equity in the state

Inputs <i>Resources</i>	Activities <i>What the Program Does</i>	Outputs <i>Observable Results</i>	Outcomes - Impact	
			<i>Short-Term</i>	<i>Long-Term</i>
<ul style="list-style-type: none"> • Librarians and their expertise • Books, films, and digital resources that support advancement of racial equity • Funding from Lilly Endowment, Inc • Novel Conversations book kits • Circulation data from library patrons • Librarians demands for resources for collection audits and inventories; for tools for reading and discussion guides; and for expert presenters on anti-racism 	<ul style="list-style-type: none"> • Support professional development training for librarians in equitable collection development practices • Convening the steering committee, which more than doubles the approved materials list for mini-grant purchase • Funding mini-grants • Opening applications for humanities and racial equity speaker's bureau • Selecting the One State / One Story books for 2023 and developed resource guides 	<ul style="list-style-type: none"> • # of PD training sessions • # of staff in attendance at PD sessions • Increased materials list for purchase from 179 to 403 titles • Funding 77 of 90 applications across 30 Indiana counties and all districts. • # of grant applications received • # of speakers who applied • # of programming events • # of attendees at programming events 	<ul style="list-style-type: none"> • Libraries obtain additional resources to support racial equity • Patrons are satisfied with their access to resources • Reading and discussion guides about specific texts • Expert presenters on topics related to anti-racism • Additional funding for collection development and acquisition of materials • Resources to help them identify gaps in their collections through collection audits and inventories 	<ul style="list-style-type: none"> • Communities increase commitment and actions toward improving racial equity • Broader access of materials focused on advancing racial equity • Communities increase racial equity • Increased awareness of structural racism and commitment to dismantling it nationwide

Assumptions

- Patrons will opt in to using these resources
- Librarians are willing to host conversations about advancing racial equity
- Communities are willing to attend events focused on advancing racial equity

External Factors


- Socio-political climate
- Budget/access to Funding
- Community demographics
- Community partnerships
- Current events (things like BlackLivesMatter)
- Technological advancements
- Library Relevancy
- Houseless and elderly population

LOGIC MODEL: GOAL, INPUTS, ACTIVITIES, & OUTPUTS


Program Goal: To provide books and resources to Indiana libraries to help advance racial equity in the state

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<ul style="list-style-type: none">• Librarians and their expertise• Books, films, and digital resources that support advancement of racial equity• Funding from Lilly Endowment, Inc• Novel Conversations book kits• Circulation data from library patrons• Librarians demands for resources for collection audits and inventories; for tools for reading and discussion guides; and for expert presenters on anti-racism	<ul style="list-style-type: none">• Support professional development training for librarians in equitable collection development practices• Convening the steering committee, which more than doubles the approved materials list for mini-grant purchase• Funding mini-grants• Opening applications for humanities and racial equity speaker's bureau• Selecting the One State / One Story books for 2023 and developed resource guides	<ul style="list-style-type: none">• # of PD training sessions• # of staff in attendance at PD sessions• Increased materials list for purchase from 179 to 403 titles• Funding 77 of 90 applications across 30 Indiana counties and all districts.• # of grant applications received• # of speakers who applied• # of programming events• # of attendees at programming events

LOGIC MODEL: OUTCOMES



Outcomes - Impact	
<i>Short-Term</i>	<i>Long-Term</i>
<ul style="list-style-type: none">● Libraries obtain additional resources to support racial equity● Patrons are satisfied with their access to resources● Reading and discussion guides about specific texts● Expert presenters on topics related to anti-racism● Additional funding for collection development and acquisition of materials● Resources to help them identify gaps in their collections through collection audits and inventories	<ul style="list-style-type: none">● Communities increase commitment and actions toward improving racial equity● Broader access of materials focused on advancing racial equity● Communities increase racial equity● Increased awareness of structural racism and commitment to dismantling it nationwide



LOGIC MODEL: ASSUMPTIONS & EXTERNAL FACTORS

Assumptions

- Patrons will opt in to using these resources
- Librarians are willing to host conversations about advancing racial equity
- Communities are willing to attend events focused on advancing racial equity

External Factors

- Socio-political climate
- Budget/access to Funding
- Community demographics
- Community partnerships
- Current events (things like BlackLivesMatter)
- Technological advancements
- Library Relevancy
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LOGIC MODEL: NARRATIVE

The Advancing Racial Equity Collection Development (ARECD) program aims to advance racial equity in Indiana libraries by providing diverse books, discussion guides, professional development training for librarians, and grant opportunities. ARECD empowers patrons to engage in conversations and actions that challenge structural racism and help foster a more equitable society.

An assumption made by ARECD is that librarians would be willing to host conversations about advancing racial equity; an external factor that impedes this assumption is the socio-political climate and how these conversations might impact their safety. If ARECD provides librarians with PD training on facilitating challenging discussions, their communities will increase their commitment and actions toward improving social equity.





PARTNER ANALYSIS: PRIMARY PARTNERS



ARECD

- Steering committee
- Humanities scholars
- Subject area experts
- Indiana Humanities staff



Indiana Libraries

- Library leadership
- Librarians
- Library volunteers



ARECD Components

- Mini grant recipients
- Speakers bureau
- One State/One Story participants



Lilly Endowment

- Board of Directors
- Officers
- Staff

ENGAGEMENT, COMMUNICATION, & INTENDED USE



Partner	Engagement in Evaluation	Communication Throughout	Intended Use of Evaluation
ARECD	<ul style="list-style-type: none"> Participate in data collection (surveys, focus groups, interviews, etc.) Provide us with artifacts and data sources 	<ul style="list-style-type: none"> Quarterly evaluation update meetings 	<ul style="list-style-type: none"> Inform future decisions about grantees, speaker bureau and One Story/One State
Indiana Libraries	<ul style="list-style-type: none"> Participate in data collection (surveys, focus groups, interviews, etc.) Assist with recruitment of patrons Serve as meeting and data collection locations 	<ul style="list-style-type: none"> Quarterly evaluation update emails Frequent email, phone calls, and meetings about participation opportunities for patrons 	<ul style="list-style-type: none"> Adjust programming and resources available on racial equity for patrons and employees
ARECD Components	<ul style="list-style-type: none"> Participate in data collection (surveys, focus groups, interviews, etc.) Assist with recruitment of participants 	<ul style="list-style-type: none"> Quarterly evaluation update emails Frequent email, phone calls, and meetings about participation opportunities for participants 	<ul style="list-style-type: none"> Adjust programming, recruitment of participants, and facilitation of racial equity discussions
Lilly Endowment	<ul style="list-style-type: none"> Use reporting guidelines provided to Indiana Humanities 	<ul style="list-style-type: none"> Mail updates in accordance with reporting guidelines 	<ul style="list-style-type: none"> Inform future grant funding



PARTNER ANALYSIS: SECONDARY PARTNERS

General Public, Youth, Families & Young Children, Elderly, Houseless People, Amish & Mennonite Peoples, Schools, Prisoners & Prisons



ENGAGEMENT

- Our secondary partners will engage in the evaluation throughout the data collection process (surveys, focus groups, and interviews)
- 1-2 members of each secondary partner group will be chosen to participate on the Partner Review Panel

COMMUNICATION

- All communication with and recruitment of secondary partners is outlined on the following two slides to consider their unique circumstances
- All groups will have access to relevant evaluation findings presented in alignment with their community needs



EVALUATION USE

- The secondary partners will not use the evaluation but will instead be the beneficiaries of the evaluation as it is used by the primary stakeholders



COMMUNICATION & CONSIDERATIONS WITH SECONDARY PARTNERS

Partner	Communication Throughout	Additional Considerations
General Public	<ul style="list-style-type: none">Engage across different mediums, including social media, community bulletin boards, announcements at events, etc.	<ul style="list-style-type: none">Develop resources available in various languages and accessible to disabled individuals
Youth	<ul style="list-style-type: none">Social media posts for recruitment and updatesPosters and resources in teen rooms at libraries	<ul style="list-style-type: none">Parental consent will be obtained for any youth participationUsing familiar language for youth
Families & Young Children	<ul style="list-style-type: none">Including resources in children's rooms at librariesAnnouncing participation opportunities at play groups and events	<ul style="list-style-type: none">Free childcare provided for when adults participate in interviews or focus groups
Elderly	<ul style="list-style-type: none">Evaluators will visit senior centers and retirement communities to talk with people	<ul style="list-style-type: none">Develop resources available in large print or audio formats



COMMUNICATION & CONSIDERATIONS WITH SECONDARY PARTNERS

Partner	Communication Throughout	Additional Considerations
Houseless People	<ul style="list-style-type: none"> Engage with community leaders and advocates to develop responsive recruitment methods and materials 	<ul style="list-style-type: none"> Develop resources to reflect a variety of literacy levels and in a variety of languages Follow best practices shared by community leaders
Amish & Mennonite Peoples	<ul style="list-style-type: none"> Engage with community leaders to develop responsive recruitment methods and materials 	<ul style="list-style-type: none"> Have paper resources available Follow any community guidelines for clothing, language, etc. when visiting
Schools	<ul style="list-style-type: none"> Visit schools and classrooms to speak and share resources with students, teachers, & librarians 	<ul style="list-style-type: none"> Have resources available for a variety of students, including audio versions, braille, different languages, and picture formats
Prisoners & Prisons	<ul style="list-style-type: none"> Visit prisons to speak and share resources with prisoners Engage with prisoner-leaders to develop responsive recruitment methods and materials 	<ul style="list-style-type: none"> Develop resources to reflect a variety of literacy levels and in a variety of languages Follow best practices shared by prisoner-leaders



EVALUATION MATRIX: NARRATIVE

Evaluation Approach

A **utilization-focused** approach requires us to emphasize future uses of this evaluation to advance priority program outcomes. The evaluation will also center the needs of **primary** and **secondary** partners.



Evaluation Design

A **robust representative partner review panel** regularly reviews evaluation plans and **provides feedback** to the evaluation team. The evaluation team will **ask this panel about proposed activities** and will invite them to **member-check** data.

Data Collection Methods

- Document review of **existing data sources** (e.g., Indiana Humanities' tracking data and library patron use statistics)
- **Partner** Surveys, interviews, and focus groups



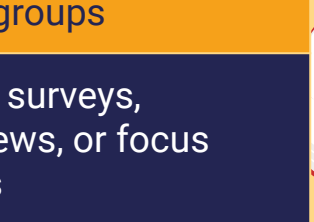
Evaluation Question 1: How does the *ARECD Mini-Grant Program* impact partner groups (patrons, libraries, communities, state)?

Sub-Question	Measurable Indicator(s)	Data Sources	Data Collection Methods
How available is the Mini-Grant Program to partners?	Size and content of library collections, distribution of grant recipients	Library collection audits, grant applications, grant final reports	Review and analyze audits, applications, and reports
What is the rate of patron access of these materials?	Unique patron access patterns of materials	Circulation reports from libraries	Review and analyze circulation reports
What is the impact of the Mini-Grant Program on partners?	Changes in beliefs, changes in actions	Patrons who use library materials	Patron surveys, interviews, or focus groups



Evaluation Question 2: How does the *ARECD Speakers Bureau* impact partner groups (patrons, libraries, communities, state)?

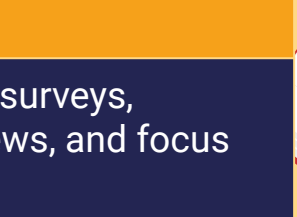
Sub-Question	Measurable Indicator(s)	Data Sources	Data Collection Methods
How available are Speakers Bureau events to partners?	Number of events hosted by libraries, number of attendees to speakers' events	Library records of reviewed speakers and scheduled events	Review and analyze library records of speakers reviewed and offering events
What is the rate of patron access of speakers events?	Unique patron attendance at events	Library records, patron reports	Review and analyze library records, patron surveys, interviews, or focus groups
What is the impact of Speakers Bureau events on partners?	Changes in beliefs, changes in actions	Patrons who attend speaker events	Patron surveys, interviews, or focus groups





Evaluation Question 3: How does the *One State/One Story* impact partner groups (patrons, libraries, communities, state)?

Sub-Question	Measurable Indicator(s)	Data Sources	Data Collection Methods
How available is One State/One Story to partners?	# of libraries offering Community Reads	One State/One Story records	Review and analyze event records
What is the rate of patron access of One State/One Story events?	# of unique attendees at INconversations and Community Reads events	One State/One Story records	Review and analyze event records
What is the impact of One State/One Story on partners?	Changes in beliefs, changes in actions	Patrons who attend One State/One Story events	Patron surveys, interviews, and focus groups





Evaluation Question 4: What impact have ARECD library programs and materials had on advancing racial equity in Indiana among users of libraries?

Sub-Question	Measurable Indicator(s)	Data Sources	Data Collection Methods
<p>For each program, what has been the impact on advancing racial equity?</p> <ul style="list-style-type: none"> ● Mini Grants ● Speakers Bureau ● One State/One Story 	<p>Changes in beliefs, changes in actions</p>	<p>Patrons who engaged with the programs either through attendance at events or accessing library resources</p>	<p>Patron surveys, interviews, or focus groups</p>
<p>Statewide, how has the environment around advancing racial equity changed since the implementation of ARECD programs?</p>	<p>Racial Equity Index Rating</p>	<p>National Equity Atlas Dashboard</p>	<p>Review of National Equity Atlas Dashboard data</p>

CHALLENGES



CHALLENGE: Engaging partners who do not currently access Indiana libraries

Measuring change to racial equity and mindset around advancing racial equity

Program's impact is on a very large scale, given the number of participating and non-participating libraries and community members



PROPOSED SOLUTION:

Using community resources beyond libraries to access community members



Work with local and national groups beyond libraries that are focused on advancing racial equity to develop or use appropriate measures



Purposeful sampling of libraries, engaged patrons, and unengaged community members

THANKS!

It would be a pleasure to conduct this evaluation and support the import work of Indiana Humanities, ARECD, and public libraries around the state to advance racial equity!

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