

# Audrey Barbakoff

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**Summary** Inclusive leader | Equitable community builder | Nationally recognized innovator  
Seasoned manager of people and projects | Proven steward of public resources

**Core Values** Authenticity | Inclusion | Curiosity | Inspiration

**Professional Experience** **Community Engagement & Economic Development Manager, King County Library System. July 2017-present**

Leads department and cross-functional teams responsible for service excellence for adults, serving 1.4 million people across 50 locations. Includes: programs, readers' services, information services, health and social services, older adult services, economic empowerment, Ask KCLS call/email center, and mobile services.

- Direct supervisory chain of 25; leading matrix of up to 300.
- Annually, successfully manages budget of 2.7 million; brings in up to 100k in grants.
- Proven exceptional manager: post-COVID turnover in my teams dramatically lower than organizational average, with frequent requests to transfer onto my teams.
- Developed and led service recognized as a ULC's 2020 Top Innovator

**Consultant, Primary Source. Nov 2018-present**

Consults with public libraries on strategic planning and community engagement.

- Developed Burlington PL strategic plan. Led staff activities, focus groups, surveys.

**Adult Services Manager, Kitsap Regional Library. Nov 2013-July 2017**

Developed a vision for adult services. Innovated nationally recognized programs using outcomes-based planning. Facilitated creative, cross-functional teams.

- Co-led a community engagement process, contributing to successful levy lid lift.
- Developed new Adult Services team in a matrixed, dispersed environment.
- Expanded Outreach department capacity by 25% with no budget impact.
- Integrated adults into Summer Learning, growing YoY participation 32%.

**Adult Services Librarian, Kitsap Regional Library. Oct 2011 – July 2014**

Provided reference and readers' advisory to all ages. Designed and implemented creative programs and partnerships. Maintained branch adult fiction collection.

- Recognized as a Library Journal Mover & Shaker for innovative adult programming, especially Ferry Tales, a book group on board a commuter ferry.
- Selected as a 2013 Kitsap Peninsula Business Journal "40 under 40."

**Youth and Adult Services Librarian, Milwaukee Public Library. July 2010 – Oct 2011**

Provided English and Spanish reference, readers' advisory, and outreach to youth and adults. Managed several large, popular collections. Served as Librarian-in-Charge. Coordinated the citywide Teen Advisory Board.

## Education

**Ed.D. in Organizational Change and Leadership.** U. of Southern California, 2021.  
*Dissertation: Building Capacity for Equity, Diversity, and Inclusion in Public Library Programs through Community-Led Practices: An Innovation Model.*

**MLIS and Certificate in Values in Society.** University of Washington, 2010.

**BFA in Theatre Design, Technology, & Management. Spanish Minor.** U. of Illinois, 2007.

<b>Grants Awarded: Highlights</b>	King County Digital Equity Grant. \$66,000	2021
	KCLS Foundation. Up to \$180,000, awarded annually.	2018-21
	IMLS National Leadership Grant for Libraries. \$383,389.	2015
	Mobile Beacon Pilot Library Award. \$18,000 in-kind.	2015
	Paul G. Allen Family Foundation. \$200,000.	2013
<b>Service and Community Leadership: Highlights</b>	Bellevue College Tombo Institute Design Thinking Program, Advisory Board	2021-22
	ALA Councilor-at-Large	2014-17, 2018-21
	ALA Intellectual Freedom Round Table, Chair	2019-20
	ALA Emerging Leaders Co-Chair	2016-19
	Kitsap County Accessible Communities Advisory Committee, Founding Member	2016-17
	Kitsap County Area Agency on Aging, Advisory Council	2015-17
	Leadership Kitsap, Board of Directors, Projects Co-Chair	2017
	Leadership Kitsap, Graduate	2016
	Island Theatre, Board Member	2013-14
	ALA Emerging Leader	2013
<b>Publications: Highlights</b>	2022. <i>Twelve steps to a community-led library</i> . Chicago, IL: ALA Editions.	
	2020. Developing a community-centered framework for equitable economic empowerment. In M. Davis Fournier & S. Ostman (Eds.), <i>Ask, listen, empower</i> . Chicago, IL: ALA Editions.	
	2019. Building a Future-Ready Workforce: The Role of Public Libraries in Creating Equitable, Resilient, and Entrepreneurial Communities. <i>Public Libraries Quarterly</i> .	
	2017. Balancing connections and collections. <i>Library Journal</i> , 142(15), 32.	
	2016. <i>Adults just wanna have fun: Programs for emerging adults</i> . Chicago, IL: ALA Editions.	
	2015. Get on board with community needs: Ferry Tales. In L. White & A. Molaro (Eds.), <i>The library innovation toolkit</i> . Chicago, IL: ALA Editions.	
	2014. Programs that pop: Radical home economics. <i>Library Journal</i> , 139(7).	
	2012. With Gomez, K. Virtual services to Latinos and Spanish speakers. In C. Smallwood & K. Becnel (Eds.), <i>Library services to multicultural patrons</i> . Lanham, MD: Scarecrow.	
	2012. With Barbakoff, B. (2012). Building on green: Sustainable thinking goes beyond green to unite library space and community. In M. Antonelli & M. McCullough (Eds.), <i>Greening libraries</i> . Los Angeles, CA: Library Juice Press.	
	2011-2015. Library Journal nonfiction reviewer.	
	2010. Libraries build autonomy. <i>Library Philosophy and Practice</i> , December, 1-6.	
	<b>Public Speaking: National, International, &amp; State Highlights</b>	<b>Building Capacity for Community-Led Planning</b> . ALA Core webinar, 11.21. Strategic Library, 1.22, 3.22; ALA Public Programs Office, Q1 22.
<b>Develop a Blueprint to Meet the Needs of Your Community: Learn from Digital Navigators</b> . Library 2.0: Libraries as Community Anchors; 10.21. Urban Libraries Council webinar, 9.21.		
<b>Hands-on Learning in the KCLS ideaX Makerspace</b> . Lima International Book Fair, 2019.		
<b>Building a Future-ready Workforce: How Public Libraries Can Create Resilient and Entrepreneurial Communities</b> . With Jay Lyman. ALA MW, 2019.		
<b>The Best Partner You Didn't Know You Had</b> . WA Workforce Development, 11.18.		
<b>Ensuring the Future of Libraries: Connecting the Academy &amp; Profession</b> . ALA Annual, 2018.		
<b>Taking Community Partnerships to the Next Level</b> . LibraryWorks webinar, 2.19; Florida Libraries webinar, 1.19; WebJunction webinar, 5.18; UW iSchool LIS 598 guest lecture, 1.18.		
<b>Nuts and Bolts of Supervision</b> . LLAMA webinar 1.17; ALA Annual, 6.16.		
<b>Adults Just Wanna Have Fun</b> . InfoPeople class, 5.17. Strategic Library webinar, 11.16 & 10.15; WLA conference, 4.14; Washington State Library webinar, 1.14; Wild Wisconsin Winter Web Conference, 1.14; Libraries Thriving webinar, 9.13; TRL Staff Day, 9.13.		