

EXAMPLE OF INTRANET WORD OF THE MONTH POST

Word of the Month is a project of the Equity, Diversity, & Inclusion (EDI) Committee with the goal of giving us a vocabulary for talking about our shared values. We want to increase our ability to talk about issues of identity and equity. Our hope is that this project along with our other initiatives will promote a positive and inclusive workplace for everyone.

Microaggressions

Subtle but offensive behaviors, statements, or actions that are directed at a minority or non-dominant group. They do not necessarily reflect malicious intent but nevertheless microaggressions inflict insult and/or injury. Microaggressions reinforce stereotypes and negatively affect the people on the receiving end. Microaggressions can be linked to implicit biases, and often circulate and contribute to the proliferation of more offensive, macro-level prejudices. – Adapted from Simba Runyowa and Dictionary.com

Join us for a discussion with Corrie Wallace | Tuesday, June 20th at 3:00 in the Book Discussion Room

Whether you can join us or not, we hope you take the time to access these additional resources:

[“Microaggressions Matter” by Simba Runyowa, *The Atlantic*](#)

[Examples of microaggressions](#)

And for a little lighter touch: [If Microaggressions Happened to White People | Decoded | MTV News](#)

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We know these conversations are hard, but they are necessary. Word of the Month discussions are optional training opportunities. Staff are invited but not required to attend. Work with your supervisor or manager to make sure that your schedule allows you to attend within your normal budgeted hours for the week.



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Want to know more about the committee or this project? Reach out to one of our committee members listed below:

Allyson Coan (AS); Annabelle Mortensen (Access); Beth Dostert (Admin); Damien Johnson (Security); Danielle Zielinski (CS); Jane Hanna (VCE); Laurel Johnson (LE); Leah White (Admin); Mimosa Shah (LE); Richard Kong (Admin); Shelley Sutherland (YS); Susan Carlton (CE).

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RESOURCES

EDI Resources

American Library Association's [Key Action Areas](#)

American Library Association - Issues & Advocacy - [Equity, Diversity, and Inclusion](#)

Books

A Quick & Easy Guide to They/Them Pronouns by Archie Bongiovanni and Tristan Jimerson

Citizen: An American Lyric by Claudia Rankine

What If I Say the Wrong Thing?: 25 Habits for Culturally Effective People by Vernā Myers

Emergent Strategy: Shaping Change, Changing Worlds by adrienne maree brown

White Fragility by Robin DiAngelo

So You Want to Talk About Race by Ijeoma Oluo

Why I'm No Longer Talking to White People About Race by Reni Eddo-Lodge

How to be Less Stupid About Race by Crystal Marie Fleming

White Like Me by Tim J. Wise

Women, Race, & Class by Angela Y. Davis

Movies

13th

I am Not Your Negro

Get Out

Tip of the Spear

Do I Sound Gay?

Videos

Chimamanda Ngozi Adichie's 2009 TED Talk, ["The Danger of a Single Story"](#)

Vernā Myers's 2014 TED Talk, ["How to Overcome Our Biases? Walk Boldly Toward Them."](#)

Organizations and Libraries

[National SEED Project](#)

[YWCA](#)

[Race Forward](#)

Madison Public Library's [Racial Equity Resources](#)

Seattle's [Race and Social Justice Initiative \(RSJI\)](#)

Multnomah County's [Equity and Empowerment Lens](#)

City of Toronto's [Equity Lens](#)

Urban Libraries Council [list of libraries committed to racial and social equity](#)

ALA's Policy Manual: [B.3 Diversity](#)

ALA's [Office for Diversity, Literacy and Outreach Services: What We Do](#)

ALA's [Equity, Diversity, and Inclusion Key Action Area](#)

PLA's [Task Force on Equity, Diversity and Inclusion](#)

[Haas Institute for a Fair and Inclusive Society](#)

Articles & Web Resources

Debby Irving's [21-Day Racial Equity Habit-Building Challenge](#)

[10 Tips for Culturally Effective People](#) from Vernā Myers's blog

["Diversity, Political Correctness, and The Power of Language"](#) by Mikki Kendall

["Language of Appeasement"](#) by Daina Lazarus-Stewart

["Calling IN: A Less Disposable Way of Holding Each Other Accountable"](#) by Ngọc Loan Trần

["Calling In: A Quick Guide on When and How"](#) by Sian Ferguson

["Applying an Equity Lens: Shifting Resources to Reach Low Income Audiences"](#) by Mahasin Abuwi Aleem

[Teaching Tolerance](#)

Urban Libraries Council's ["Continuing the Conversation: Race and Social Equity in Public Libraries"](#)

USGS [Facilitation Guide](#)

CDC [Facilitation Tip Sheet](#)

ALA Office of Intellectual Freedom blog post - [#ownvoices](#)

PLA's [Understanding Power, Identity, and Oppression in the Public Library Webinar](#)

Infopeople's [Implicit Bias in the Library Workplace](#) (Happening on 1/15/2019)

Reports/Issue Papers

Government Alliance on Race and Equity (GARE) Issue Paper - [Advancing Racial Equity in Public Libraries](#)

Conferences

[White Privilege Conference](#)

[Facing Race](#)

[Allied Media Conference](#)

[List of more 2018 conferences](#) (keep a lookout for more coming in 2019)

Working Agreements

To create an environment that's primed for honest conversations and open communications, we take a page from our friends at the National SEED Project (Seeking Educational Equity and Diversity). We set the tone with working agreements:

- Use 'I' Statements
- Listen With Intent
- Take Space / Make Space
- Challenge Each Other Respectfully
- Guilt Is Not A Productive Part Of Our Conversation

CIVIC LAB discussion guide for Microaggressions



The Mystery of Microaggressions

Have you ever experienced or witnessed indirect, subtle, or unintended discrimination against members of a marginalized group? Did the event make you feel uncomfortable, but seemed too small to merit your intervention? Such incidents, commonly known as microaggressions, are widely overlooked. These resources help to define, assess, and process microaggressions and their effect on daily encounters.

Reflect and Share

1. Have you ever experienced a microaggression? How did it affect you?
2. Have you ever stated a microaggression? How do you feel looking back on the incident?
3. How can you be more conscious of microaggressions and their implications?

Key Definitions

These definitions are from psychologist Derald Wing Sue:

- *Racial Microaggression* – brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults toward people of color.
- *Microassaults* – Conscious and intentional actions or slurs, such as using racial epithets, displaying swastikas, or deliberately serving a white person before a person of color in a restaurant.
- *Microinsults* – Verbal and nonverbal communications that subtly convey rudeness and insensitivity and demean a person's racial heritage or identity. An example is an employee who asks a colleague of color how she got her job, implying she may have landed it through an affirmative action or quota system.
- *Microinvalidations* – Communications that subtly exclude, negate, or nullify the thoughts, feelings, or experiential reality of a person of color. For instance, white people often ask Asian Americans where they were born, conveying the message that they are perpetual foreigners in their own land.



The CIVIC LAB at Skokie Public Library offers information and thought-provoking activities to support dialogue and engagement on issues that affect our community.



Read

"Allies and Microaggressions" by Kerry Ann Rockquemore

<https://goo.gl/BJzYUp>

This account from the president of the National Center for Faculty Development and Diversity, Kerry Ann Rockquemore, Ph.D., recalls a personal experience with microaggressions and provides various methods for combatting them when experiencing them as a bystander.

Listen

"Microaggressions: Be Careful What You Say"

by Michel Martin

<https://goo.gl/4HczjR>

This NPR podcast includes an interview with professor of psychology Derald Sue, Ph.D., from the University of Columbia. Sue provides physiologic insight on health issues associated with those who experience microaggressions on a constant basis. The discussion also touches on two personal accounts.

Watch

"What Kind of Asian Are You" by Ken Tanaka

<https://goo.gl/CohftV>

Ken Tanaka is known for this award-winning short video outlining social examples in which microaggressions occur.

"How Microaggressions Are Like Mosquito Bites"

by Fusion Comedy

<https://goo.gl/7cZKcN>

This quick video provides a perfect metaphor for the ways in which microaggressions act, with some people getting "bitten" more than others, making for vast differences in personal experiences.



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See more Civic Labs here: <https://skokieliblibrary.info/resources/civic-lab/>