

EDI is Important! Now what?

An Infopeople Webinar

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Agenda

- Staff and Administration Buy-In
- Staff Training
- Evaluation
- Do the Right Thing
- Call-In Culture
- Questions



Who are we?



STAFF AND ADMINISTRATION BUY-IN: Making the case



We do ourselves a disservice if we think that EDI work should only be done in 'diverse' spaces.



Windows and Mirrors





Diversity for whom?
Inclusion of what?

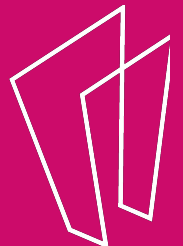


Staff Training



Questions to Consider

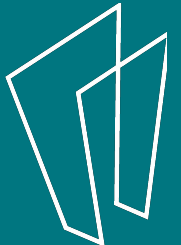
- What are our shared values and principals around race and racism?
- What expectations do we have for staff?
- How and where are we articulating these values and expectations?




“Post-it Gate”

Challenge: We tend to turn a blind eye toward how privilege results in unequal- & often uncomfortable — situations with coworkers.

How do we recruit a diverse staff w/o sacrificing their skill set?





Finding the right
combination of
approaches for staff
learning means
trying new things

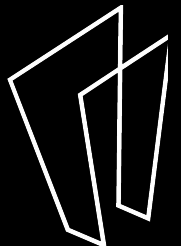
“I feel most
colored when
I am thrown
against a
white
background.”



CITIZEN

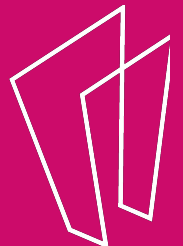
AN AMERICAN LYRIC

CLAUDIA RANKINE



Other Discussion Prompts

- Mayor Landrieu Speech regarding the removal of Confederate monuments
- *Do I Sound Gay?* documentary film
- *What if I Say the Wrong Thing?* by Vernā Myers
- *13th* documentary film



#BLACKLIVESMATTER

It is a call to action and a response to virulent anti-Black racism that permeates our society.... When we say Black Lives Matter, we are broadening the conversation around state violence to include all of the ways in which Black people are intentionally left powerless at the hands of the state. We are talking about the ways in which Black lives are deprived of basic human rights and dignity. (blacklivesmatter.com/about)

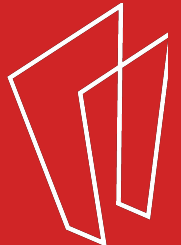
It does NOT mean Black lives matter more than anyone else's

It does mean that Black lives SHOULD matter

Please take the time to watch the short video
"Do #BlackLivesMatter or #AllLivesMatter?" from MTV News

Join us for a discussion with Corrie Wallace
Tuesday, May 30th at 4:00 in the Book Discussion Room

We know these conversations are hard, but they are necessary.
Word of the Month discussions are optional, paid training opportunities.

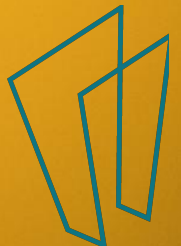


What does it mean
to stand against
racism?

Be inclusive,
kind and
respectful to
every human
being 😊

To teach
others what it
means to be anti-
racist and an ally

To regularly
examine your
own thoughts,
words and actions
for bias, discrimination
and racism



We teach each other through
our stories and by example.



A photograph of a group of people sitting on a concrete ledge, with the focus on their lower legs and feet. They are wearing various styles of shoes, including sneakers, sandals, and bare feet. The background is a grassy area with a person standing in the distance.

Evaluations

Different shoes,
Different walks of life,
Different stages of
understanding.



ANTHEM KNEELING

Some background:

From an anthropologic view, kneeling probably derives from a core principle in mammalian nonverbal behavior: make the body smaller and look up to show respect, esteem, and deference. Kneeling can also be a posture of mourning and sadness. It makes the one who kneels more vulnerable.

People also kneel as a sign of faith or lament (eg, kneeling in church) or a sign of supplication, a plea for a new and deeper kind of relationship (eg, when someone proposes marriage).

Kneeling can also signal that there is an emergency that takes precedence over everything else, so everyone must stop and pay attention — often while those injured are attended to.

So:

Like a hopeful fiancé, [athletes who kneel during the national anthem] are inviting those they kneel before to enter a new kind of relationship, one built on mutual respect and **recognition of the dignity and worth of black lives.** (Emphasis our own)

Text adapted from Scientific America and The Washington Post
Please refer to the intranet for resources relating to this topic.



SEXUAL ORIENTATION

Sexual Orientation is a term used to describe our patterns of emotional, romantic, and sexual attraction—and our sense of personal and social identity based on those attractions. A person's sexual orientation is not a black or white matter; sexual orientation exists along a continuum, with exclusive attraction to the opposite sex on one end of the continuum and exclusive attraction to the same sex on the other. It is not binary. (Psychology Today)

Sexual orientation is not the same as gender identity. Not all transgender people identify as gay, lesbian or bisexual, and not all gay, lesbian and bisexual people display gender nonconforming characteristics.

Please refer to the intranet for resources relating to this topic.



EQUITY LENS

Skokie Public Library defines equity as what gives all people a just and fair shot in life despite historic patterns of racial and economic exclusion.

An **Equity Lens** is a practical tool that helps to ensure Library policies and programs result in equitable outcomes for everyone in our community.

ISLAMOPHOBIA

A form of intolerance and discrimination motivated with fear, mistrust and hatred of Islam and its adherents, and, more broadly, those who appear to be Muslim.

(European Muslim Initiative for Social Cohesion and Suffolk University Boston)

Please refer to the intranet for resources relating to this topic.



GENDER

Gender is an amalgamation of several elements: chromosomes (those X's and Y's), anatomy (internal sex organs and external genitals), hormones (relative levels of testosterone and estrogen), psychology (self-defined gender identity), and culture (socially defined gender behaviors).

– National Geographic

Please refer to the intranet for resources relating to this topic.



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Do the Right Thing



Whose perspective do you use
when talking about experiences of identity?



Call-In Culture



Move at the speed of trust



Be open.

Stay curious.

And let's acknowledge that
everyone's path is going to look
different.



Questions?

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Skokie
welcomes
everyone.

SkokieCares.org

