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.”
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
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.
Evaluations

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

Social Background:
From an anthropological view, kneeling probably derives from a core principle in mammalian non-verbal behavior: making the body smaller and thus appear more vulnerable.

People also kneel as a sign of faith or veneration (e.g., kneeling in church) or as a sign of supplication, a plea for a new and deeper kind of relationship (e.g., 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.

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 sexual 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 or 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.

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 genitalia), hormones (relative levels of testosterone and estrogen), psychology (self-defined gender identity), and culture (societally defined gender behaviors).

- National Geographic

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

# BLACKLIVESMATTER

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“Do #BlackLivesMatter or #AllLivesMatter?” From MTV News

A video discussion with Carla Wallace

EQUITY LENS

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

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