RACIAL EQUITY in LIBRARIES

TOOLKIT

STATE LIBRARY OF NORTH CAROLINA'S

RACIAL EQUITY TOOLKIT

2022 NCCCLA Conference

Top row (l –r): Courtney Brown, Lauren Clossey, Jeffrey Hamilton, & Amanda Johnson.
Bottom row (l-r): Anna Peitzman, Lynda Reynolds, & Jasmine Rockwell.

SLNC STATEMENT ON RACIAL EQUITY AND SOCIAL JUSTICE

The State Library of North Carolina advocates for freedom of inquiry and expression, racial equity, and social justice. We support communities of color and we reject racism and discrimination in all forms.

PARTNER AND CONSULTANT

Partner: North Carolina Library Association's Round Table on Ethnic & Minority Concerns
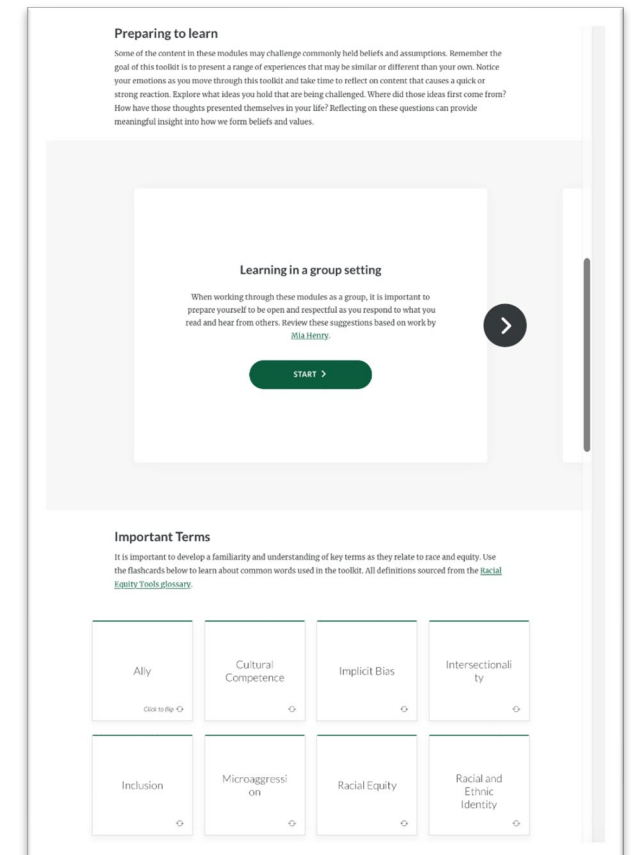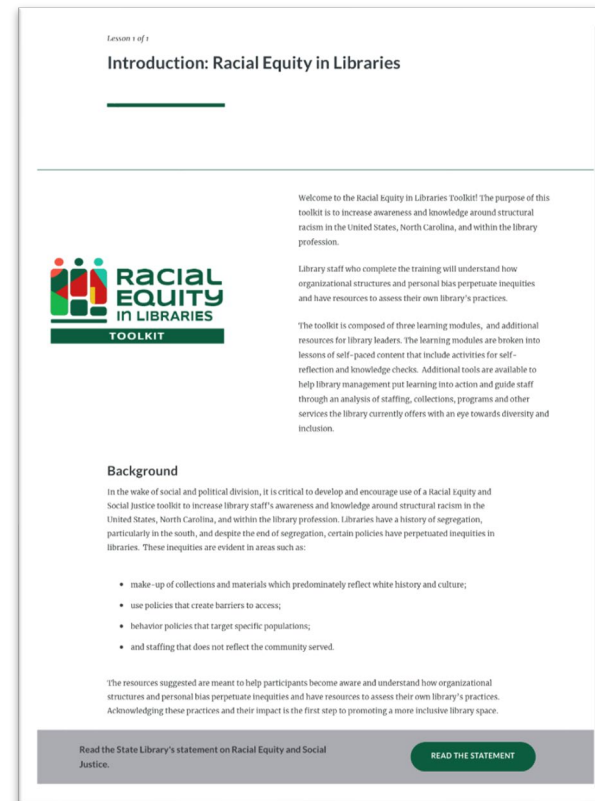
Consultation from Dr. Love Jones of Interwoven Consulting.

TOOLKIT MODULES

INTRODUCTION MODULE

- Learning platform: Articulate
- Overview of the learning modules
- SLNC statement on racial equity
- Key terms
- Preparing to learn

RECOGNIZING AND UNDERSTANDING IMPLICIT BIAS

What is Implicit Bias

- Explores implicit bias and its characteristics
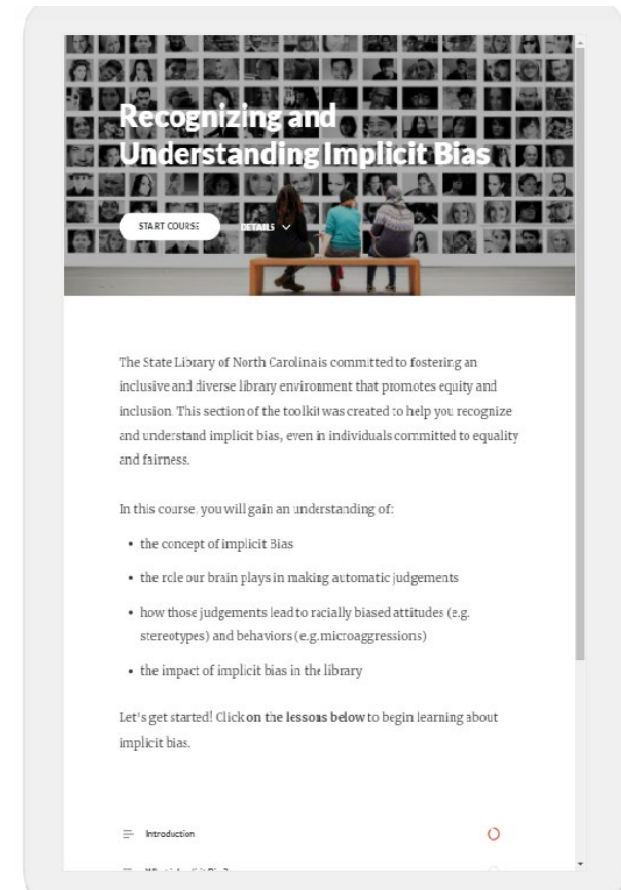- An Introduction to Unconscious Bias Video

Bias and the Brain

- Word Association Activity "Salt and ….... "
- The Neuroscience of Unconscious Bias Video

Stereotypes

- What are stereotypes and where do they come from?
- Stereotypes Defined Video with Flip Chart Review Exercise
- Proctor and Gamble Video: Widen the Screen
- Stop and Reflect Stereotypes Activity

Implicit Bias at Work

- Recognizing Task: Susceptible to Bias Activity
- Microaggression in libraries
- Microaggressions in Everyday Life Video

STRUCTURAL RACISM

History of Race and Racism
- Explores how race & racism disadvantaged black/brown peoples in American history

Structural Racism
- Explores the differences between individual vs institutional or systemic racism

Intersectionality
- Explores how people often have multiple identities, e.g. race, gender, ability, etc.

Privilege (and White Privilege)
- Explores how practices & behaviors maintain advantages for a dominant group

Allyship and Being an Antiracist
- Explores how to be an ally & how to be an antiracist by fighting racism

Racial Equity
- Explores how the removal of race can positively affect life outcomes

Additional Resources
- Many more resources for a deeper dive; make sure to explore NC LIVE as well

RACISM IN LIBRARIES

Racism in Libraries:
- Timeline of the evolution of library services from segregation through desegregation and to current events

Library Experiences for People of Color
- Racist practices within libraries for patrons and staff
- Disparate treatment vs. Disparate impact

Early Public Libraries for People of Color
- Black community libraries in North Carolina
- Impact of Rev. Thomas Fountain Blue on libraries as community hubs
- Library experiences for Native Americans

Evolution of Libraries: A Look at Activism
- Library protests and demonstrations against segregation
- How libraries act as community advocates today

Racial Equity in Librarianship
- Reality of racial equity in the library profession today

Eradicating Racism Now
- Dismantling racism through equitable library staffing, programming, and policies

AUDITS & TOOLS

Created for library administrators, management, and leaders

➤ <u>Do</u> focus on evaluation activities for staff education and library evaluation with the goal of equity & inclusivity.

➤ <u>Do</u> serve to evaluate a library's current situation and for goal setting.

➤ <u>Do not</u> include pre-established standards or benchmarks

AUDITS

EVALUATION TOOLS

Collections Audit
Created by SLNC to learn about representation within materials in library collection and quantify representation in future purchases.

[COLLECTIONS AUDIT]

Staffing Audit
Created by SLNC to compare the demographics of your library staff with those of the community the library serves.

[STAFFING AUDIT]

Programming & Displays Audit
Created by SLNC to review diverse representation within materials used and topics addressed in library programs and displays.

[PROGRAMS AUDIT]

ALA's Diversity, Equity, and Inclusion Scorecard
Created by ALA to encourage accountability and transparency in gauging institutional performance on five measures of DEI presented in rubric format.

[ALA SCORECARD]

Government Alliance on Race and Equity
GARE is a national network of government working to achieve racial equity and advance opportunities for all. They produce excellent resources for anchor institutions addressing equity both internally and externally. description here.

[ABOUT GARE]

Collections

Staffing

Programming

ALA DEI Scorecard

Gov't Alliance on Race & Equity (GARE)

LEARNING RESOURCES

- Racial Equity Modules: SLNC

- Racial Justice Challenge: University of Maine

- Community Equity Lab: UNC

- Understanding Race

- USC Diversity Toolkit

- Annie E. Casey REI Action Guide

GUIDED LEARNING TOOLS FOR LIBRARY STAFF

SLNC's Racial Equity Modules
Created by SLNC to guide library staff in learning how their own implicit bias, structural inequities, and the history of racism in libraries affects their work and their patrons.

ABOUT MODULES

Racial Justice Challenge from the University of Maine
The Racial Justice Challenge is a 5 day course intended to provide a supportive space to learn, share information, and take action toward racial justice.

ABOUT CHALLENGE

Community Equity, Data & Information Lab @ UNC
The CEDI Lab at UNC works with community members and researchers to understand and support the information, data, and technology needs and use of people, communities, and individuals who are traditionally marginalized. They have developed multiple learning tools.

ABOUT CEDI LAB

Understanding Race
The RACE Project explains differences among people and reveals the reality - and unreality - of race through interactive online storytelling.

UNDERSTANDING RACE

USC Diversity Toolkit: A Guide to Discussing Identity, Power, and Privilege
This resource provides materials for group facilitators leading training to provide historical context about the politics of identity and the dynamics of power and privilege or help build greater self-awareness.

ABOUT THE TOOLKIT

Annie E. Casey Race Equity & Inclusion Action Guide
The seven steps in this action plan provide a clear framework for undertaking this important work. It works by demonstrating how a race equity lens can be adopted by foundations or other organizations that work directly

ABOUT THE GUIDE

USING THE TOOLKIT

Potential toolkit uses include:

- Self-directed learning
- Starting point for group discussions
- Framework for evaluating current services and procedures

Modules are self-paced and can be started and returned to as needed

TOOLKIT LAUNCH

Racial Equity Toolkit is set to launch March 31, 2022

The toolkit will be available through the SLNC Niche Academy portal on the State Library of North Carolina website

Questions regarding the toolkit can be directed to slnc.ld@ncdcr.gov

DEMO

Q&A

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