DIVERSITY FORUM: ARLIS/NA + VRA JOINT CONFERENCE, SEATTLE, WA.

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INTRODUCTION

• Association of College and Research Libraries (ACRL) Diversity Standards.
• Cultural Competency for Academic Libraries.
• ARLIS/NA Strategic Plan.
COMMUNITY AGREEMENTS*

• Respect everyone’s opinions
• One mike, one diva
• Step up, step back
• Take risks
• Be open to new ideas
• Confidentiality

* Adapted from Alanna Aiko Moore
State of Diversity: ALA

ALA Member Race/Ethnicity

Predominantly white (87.1%). 3.9% of the membership listed their ethnicity as Hispanic or Latino. In describing their race/family origin, members selected the following responses:

- 87.1% White
- 4.3% Black or African American
- 3.7% Other
- 3.5% Asian
- 1.1% American Indian or Alaska Native
- 0.3% Native Hawaiian or Other Pacific Islander
The membership is predominantly female (81.0% female to 19.0% male).
What does diversity mean to you?
STATE OF DIVERSITY: ALA

Diversity can be CONTEXTUAL!
STATE OF DIVERSITY: ALA

EQUITY

Equity assumes difference and takes difference into account to ensure a fair process and, ultimately, a fair (or equitable) outcome. Equity recognizes that some groups were (and are) disadvantaged in accessing educational and employment opportunities and are, therefore, underrepresented or marginalized in many organizations and institutions. The effects of that exclusion often linger systemically within organizational policies, practices and procedures. Equity, therefore, means increasing diversity by ameliorating conditions of disadvantaged groups.
DIVERSITY

Diversity can be defined as the sum of the ways that people are both alike and different. Visible diversity is generally those things we cannot change and are external. However, diversity goes beyond this to what we call ‘invisible’ diversity. Invisible diversity includes those attributes that are not readily seen. So, when we recognize, value, and embrace diversity, we are recognizing, valuing, and embracing the uniqueness of each individual.
STATE OF DIVERSITY: ALA

INCLUSION

Inclusion means an environment in which all individuals are treated fairly and respectfully; are valued for their distinctive skills, experiences, and perspectives; have equal access to resources and opportunities; and can contribute fully to the organization’s success.
WHAT IS PRIVILEGE VIDEO

https://www.youtube.com/watch?v=hD5f8GuNuGQ
# SOCIAL IDENTITY PROFILE

<table>
<thead>
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<th>Social Identities</th>
<th>Group Membership</th>
<th>Identities that you:</th>
<th>Are most aware of</th>
<th>Think about the least</th>
<th>Want to know more about</th>
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## SOCIAL IDENTITY PROFILE: SAMPLE

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SOCIAL IDENTITY PROFILE*

Take 5-7 minutes to work on your own. We will then share as a group.

* Adapted for the American Library Association, Spectrum Scholarship Program, 2012 by Alanna Aiko Moore, MLIS, Academic Liaison Coordinator, Librarian for Sociology, Ethnic Studies and Gender Studies, The Library, UC San Diego aamoore@ucsd.edu
(PERCEIVED) OBSTACLES

• Pipeline issues
  there are a number of programs that are designed to prepare POC for
  positions in librarianship. Some of the programs are for entry-level
  positions; some are designed to prepare them for leadership positions.

• There are no qualified applicants
  See also above. Describe recruitment efforts. Where do employers
  advertise for positions? Do they use the ethnic caucus listservs?
  What sort of tone does the director and the institution set with respect
  to diversity and inclusion?
• It’s not a good “fit”
This is one of the catch-all phrases that is so subjective. Ask that the search committee and hiring managers look at the stated criteria for the job and whether or not the candidate meets the criteria. That said, there *is* a certain amount of subjectivity in hiring. The employers and the candidate should be able to develop some sort of rapport during the interview process. If there is a sense (that gut feeling) that the relationship will be less than positive, it may not be a good “fit.” This could be determined by either the employer or by the candidate.
MICROAGGRESSIONS

Microaggressions are the everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.
RACIAL MICROAGGRESSIONS

• A White man or woman clutches their purse or checks their wallet as a Black or Latino man approaches or passes them. (Hidden message: You and your group are criminals.).
• An Asian American, born and raised in the United States, is complimented for speaking "good English." (Hidden message: You are not a true American. You are a perpetual foreigner in your own country.)
• A Black couple is seated at a table in the restaurant next to the kitchen despite there being other empty and more desirable tables located at the front. (Hidden message: You are a second-class citizen and undeserving of first-class treatment.)
GENDER MICROAGGRESSIONS

• An assertive female manager is labeled as a "bitch," while her male counterpart is described as "a forceful leader." (Hidden message: Women should be passive and allow men to be the decision makers.)

• A female physician wearing a stethoscope is mistaken as a nurse. (Hidden message: Women should occupy nurturing and not decision-making roles. Women are less capable than men).

• Whistles or catcalls are heard from men as a woman walks down the street. (Hidden message: Your body/appearance is for the enjoyment of men. You are a sex object.)
SEXUAL ORIENTATION MICROAGGRESSIONS

• A Young person uses the term "gay" to describe a movie that she didn't like. (Hidden message: Being gay is associated with negative and undesirable characteristics.)

• A lesbian client in therapy reluctantly discloses her sexual orientation to a straight therapist by stating she is "into women." The therapist indicates he is not shocked by the disclosure and that he once had a client who was "into dogs." (Hidden message: Same-sex attraction is abnormal and deviant.)

• Two gay men hold hands in public and are told not to flaunt their sexuality. (Hidden message: Same-sex displays of affection are abnormal and offensive. Keep it private and to yourselves.)
GENERAL MICROAGGRESSIONS

• When bargaining over the price of an item, a store owner says to a customer, "Don't try to Jew me down." (Hidden message: Jews are stingy and money-grubbing.)
• A blind man reports that people often raise their voices when speaking to him. He responds by saying, "Please don't raise your voice; I can hear you perfectly well." (Hidden message: A person with a disability is defined as lesser in all aspects of physical and mental functioning).
• The outfit worn by a TV reality-show mom is described as "classless and trashy." (Hidden message: Lower-class people are tasteless and unsophisticated.)
SMALL GROUP WORK

• Share a microaggression that you’ve experienced or witnessed. What was the hidden message?
GROUP DISCUSSION

• I, Too, Am Harvard:  
http://itooamharvard.tumblr.com

• I, Too, Am Princeton:  
http://itooamprinceton.tumblr.com

• I, Too, Am Williams  
http://itooamwilliams.tumblr.com
I WANT TO HELP: How to be an ALLY.

• Don’t talk, listen!
• Use your privilege to engage in hard discussions
• Do your research, seek to understand systematic racism
• Mentor a person from a traditionally under-represented group

ALLY IS A VERB!
WHAT I LEARNED TODAY

• I learned that …
• I re-learned that …
• I discovered that …
• I noticed that …
• I was surprised that …
• I am disappointed that…
• I plan to…
Reach out

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