Put Your Money Where Your Mouth Is: Library staff grant program to advance equity and inclusion

Monica Figueroa and Kristan Shawgo
Hello and welcome

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IDEA Action Committee chair

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Land and Enslaved Laborers
Acknowledgement

The University of North Carolina at Chapel Hill occupies the ancestral land of the Shakori, Eno, Tuscarora, and Lumbee peoples and remains home today to the Occaneechi Band of the Saponi Nation. The University was funded in its early years from the sale of lands home to the Cherokee and Chicasaw Nations.

Additionally, the foundations of this University were largely built on the sale and labor of enslaved and marginalized people.

We invite you to join us in acknowledging this legacy and in committing to addressing our shared responsibility toward reconciliation, decolonization, and justice.

*From the 2021 LAUNC-CH Conference Opening Session; originally adapted from UNC Center for Information, Technology, and Public Life (CITAP) statement*
Agenda

- Reckoning Initiative
- IDEA Action program
- Proposal process
- First wave funded projects
- Successes, challenges, & lessons learned
- Next steps
- Q&A
Did your library release a statement last summer?

Yes A  No B

No  Yes
What follow-up action(s) resulted from that statement?
Reckoning Initiative
“Although we aspire to be inclusive, we often miss the mark because we do not focus on the systems that create and perpetuate inequity. We must have the will to seriously interrogate each system and to understand how it fails to advance equity and justice. We must then determine how we will reform these systems and implement change with courage and conviction.”

- Elaine Westbrooks
  Vice Provost for University Libraries and University Librarian
Reckoning Initiative Framework

1. Education and training
2. Programmatic work
3. Systems analysis, intervention, and change strategy
4. Integrating antiracism practices into library work
5. Tracking and assessing inclusion, diversity, equity, accessibility, and antiracism work
Reckoning Initiative in Action

• Education & training
  • Book discussions, *How to Be an Antiracist* by Ibram X. Kendi
  • 21-day Racial Equity Challenge
  • Funding for Racial Equity Institute training
• Community building
  • Library-wide discussions
  • BIPOC caucus and white caucus
• Integrating antiracism practices into library work
  • Performance goals
• Programmatic work
Where does IDEA Action fit in?

• Programmatic work
• Systems analysis, intervention, and change strategy
• Integrating antiracism practices into library work
• Tracking and assessing inclusion, diversity, equity, accessibility, and antiracism work
IDEA Action Program
IDEA Action basics

- Part of the Reckoning Initiative
- Inclusive and equitable proposal and funding process
- Incentivizing current and new IDEA (inclusion, diversity, equity, accessibility) related projects
- 2-year program
IDEA Action goals

- Initiate or accelerate deep structural changes
- Critical engagement with current policies and practices
- See work through IDEA lens
- Get proposals to a "yes"
Funding and Budgeting

- Up to $250,000 in total funding
- Funding possibilities and restrictions
- Working with Library Fiscal Services
IDEA Action Committee Members

- **Abigail Armstrong**, Circulation Supervisor & Technology Lending Coordinator, Undergraduate Library
- **Sherose Badruddin**, Library Asset Management Technician, Davis Library, Circulation
- **Nadia Clifton**, Special Collections Engagement Librarian, Wilson Special Collections Library
- **Monica Figueroa** (Ex Officio), Interim Librarian for Inclusive Excellence, LLT Liaison & IDEA Council Chair
- **Sequoia Garris**, Executive Assistant to AUL and Director, Health Sciences Library Administration
- **Susan Griffin**, Transfers Coordinator, Resource Description & Management, Davis Library; IDEA Council
- **Kristan Shawgo** (Chair), Social Sciences Librarian, Davis Research & Instructional Services; IDEA Council
- **Aaron Smithers**, Special Collections Research & Instruction Librarian, Wilson Special Collections Library
- **Therese Triumph**, Interim Head of Kenan Science Library, Kenan Science Library
- **Rustin Zarkar**, Middle East & Islamic Studies Librarian, Davis Research & Instructional Services
Proposal Process
Project development support

- Information meetings
- Ideation meetings
- Online project matching
- In-depth meetings
Proposal form

1. Name *
   Enter your answer

2. Department *
   Enter your answer

3. Email *
   Enter your answer

4. Project proposal [Short summary (300-500 words) of a clearly defined project. What will this project include?] *
   Enter your answer

5. IDEA goals [A brief (200-400 words) statement of how the project connects with and advances IDEA goals in the Libraries.] *
   Enter your answer

6. Project team [Please provide name, department, and project roles.] *

7. Do you and/or your team have the capacity and expertise to meet your goals currently? If not, what support would make your project successful? [200-300 words] *
   Enter your answer

8. Detailed Budget [Proposed costs of project. As an alternative you can provide budget as an attachment. See attachment options below.] *
   Enter your answer

9. How will this funding enable your new project or accelerate your current project? *
   Enter your answer

10. Project timeline *
    Enter your answer

11. Assessment [How will your team reflect on the project in progress and afterward?]
Evaluation rubric

- How well does the project fit into IDEA or social justice work?
- How well is the proposed project defined?
- How well have the roles of team members been delineated?
- Does the project team have the technical expertise/experience to conduct such a project or have they indicated that they will be requesting help?
- Does the proposed budget adequately account for the scope and objectives of the project?
- Is the proposed timeline feasible given the nature of the project?
Welcome to the University Libraries reckoning site for library staff.

In June 2020, University Librarian Elaine L. Westbrooks announced the University Libraries’ Reckoning Initiative, an effort to grapple with the fact of systemic racism as it is perpetuated in our profession, in higher education, and in the University Libraries. Her announcement commits the University Libraries to move beyond platitudes into action, fully recognizing that this will require an individual commitment from each one of us to do our part in making this organization better and more just. This site is designed to keep us informed, connected, and moving forward – collectively and individually – in this hard but essential work. See Elaine’s complete messages to University Libraries staff about this work.

Apply for an IDEA Action Grant.
21-Day Racial Equity Challenge
Our definitions of IDEA
The Libraries’ IDEA goals
Internal Communication

**Internal Reckoning site**
- Elaine Westbrooks' reckoning statement
- IDEA definitions
- IDEA goals
- Blog posts --> staff-wide email

**IDEA Action landing page**
- Timeline
- Rubric
- Internal & external IDEA project examples
- Links to CFP & application
Funded Projects – 1st wave
Conscious Editing
Steering Committee
On The Books: Jim Crow and the Algorithms of Resistance
Ancient and Living Maya in the 19th and 20th C.: Archaeological Discovery, Literary Voice and Political Struggle

Frédéric de Waldeck, lithographer, relief sculpture from the Temple of the Cross, Palenque, printed by McQueen & Co
Funded Projects – **1st Wave**

- 3D Map of North Carolina
- University Archives and history project, "Black & Blue" Tour
- Accessibility Transcription Project
- Wilson Special Collections Library Technical Services Ethical Description
- North Carolina Digital Heritage Center newspaper digitization project
- Conscious Editing Steering Committee
- On The Books: Jim Crow and the Algorithms of Resistance
- Translating Exhibition Texts
Successes, Challenges, & Lessons Learned
Successes

- Funding projects
- One Library
- In-depth proposal meetings
- Committee members
- Project results
Challenges

- Pandemic
- University-wide budget cuts
- Campus climate
- Early in our analysis
Lessons Learned

• Targeted outreach
• Pre-proposal meetings for every team
• Move to rolling proposal acceptance
• More ideation sessions & discussions of education --> action
• Department-level communication
Next Steps
Our next steps

- Implement lessons learned
- Evaluate rolling proposal submissions
- Project check-ins
- Project team self-assessments
- Program wrap-up and report
Do you have administrative buy-in at your library?

- yes
- no
What steps could you take to make a program like this happen at your library?
Your next steps

• Work with your IDEA related committee
• Identify current projects
• Define your goals
• Get buy-in with administration
Thanks to ASERL and our fellow IDEA Action Committee members!

Committee members: Abigail Armstrong, Sherose Badruddin, Nadia Clifton, Sequoia Garris, Susan Griffin, Aaron Smithers, Therese Triumph, and Rustin Zarkar
Contact us

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