(Not) Another Anti-Racist Reading Group

FROM DISCUSSION TO ACTION
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Land acknowledgment

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To learn more about the Keyauwee and Saura please visit:

https://www.ncpedia.org/keyauwee-indians

https://www.ncpedia.org/saura-indians
A few caveats...
1 Background

How we got here

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Organizing the Group

- Concerns about starting
- Logistics and planning
- Establishing goals

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Process

- Gathering resources
- Flexible agenda
- Flexible schedule

Walter Clinton Jackson Library at UNC Greensboro
Implementation

Ground rules, planning, and organizing
Ground Rules & Implementation

◉ Chatham House Rule
◉ Progressive Stacking
◉ Monitoring time and anonymous comments
◉ Intentional organizing and strategizing through power mapping

◉ Choosing the materials
  ○ Balancing introductory materials with challenging, uncomfortable concepts
  ○ Tailored to the conversations & library-specific
3 People

Allies, partners, and collaborators
Choosing the collaborators

◉ The Organizers: Suzanne, Olivia, Jenny, Deborah, and Melody

◉ Collaborators and Contributors
  ○ Regular participants
  ○ Tenured faculty and administrators
Roles

- **Suzanne**: Trusted Staff representative; Direct communication to Administrators
- **Olivia**: LIS Grad Student, Technical facilitation, Outside of the organization
- **Jenny**: Tenured Librarian, Institutional memory to provide history and context, Producer
- **Deborah & Melody**: Women of Color, Discussion facilitators
4 Outcomes
Definitions & outlook
Planting Seeds
Goal was always about how to work towards better anti-racist practice within our library, with and for our fellow library workers and patrons, not personal improvement.
Outcomes

- Theory -> application in libraries -> application in Jackson Libraries
- At the end of each session, worked towards identifying root causes within policy, culture, etc. and brainstorming how they might be addressed
Outcomes

Lack of internal resources ➜ Resource library
Inequities between staff and faculty hiring procedures ➜ New hiring practices committee
Representation & visual inclusion ➜ Art committee & Design Justice project
Departmental silos ➜ Mentoring circles
Outcomes continued

- EDI goals added to SHRA (non-faculty staff) annual performance management plan

- Breaking down departmental silos
  - Facilitated library-wide dialogue about racism.
  - Empowered certain staff to express themselves.
Participant perspective

Juanita Thacker
Participant Perspectives

- Navigating multiple identities

- Perceptions of EDI work in libraries
  - Cynicism concerning motives
  - White-centered EDI initiatives
  - Respectability politics
  - Faux allyship
Participant Perspectives continued

- Personally Rewarding
  - Engaged & empowered colleagues.
  - Closer personal and professional relationships
  - Move library culture in progressive direction.
Takeaways

◉ Organization and collaboration
◉ Understand the power structures & history at your institution
◉ Try to find allies at different key positions
◉ Emphasize ground rules
◉ Be flexible
◉ Check yourself regularly
Thanks!

Any questions?

You can find us at
- Deborah: Twitter @databrarian
- Melody: Twitter @librarianmelody
- Juanita; Twitter @nitabug0423
- Suzanne: s_sawyer@uncg.edu
Credits & Links


To learn more about the [Keyauwee and Saura](https://www.ncpedia.org/keyauwee-indians) please visit:
- [https://www.ncpedia.org/keyauwee-indians](https://www.ncpedia.org/keyauwee-indians)
- [https://www.ncpedia.org/saura-indians](https://www.ncpedia.org/saura-indians)

To learn more about how you can take specific action in your community please visit: [Anti-Racism Daily](https://anti-racism-daily.com) a newsletter curated by Nicole Cardoza

- Presentation template by [SlidesCarnival](https://www.slidescarnival.com)