OLA 2021

Building Staff EDI Competence - Resource List

Adrienne Doman Calkins, Sherwood Public Library, domancalkinsa@sherwoodoregon.gov

- The concept of mirrors, windows & sliding glass doors, originally written about by Rudine Sims Bishop in 1990 and watch her video on the topic.
- Quick training resources:
  - Census Data for Librarians, free training coming up May 11. Expect lots of great Census workshops coming this year with the new data.
  - Oregon Humanities Conversation Projects--Spring 2021 catalog for online sessions (used to be in-person). Sliding scale fees $0-600.
  - The new EDI & Antiracism Toolkit by the OLA EDI & Antiracism committee has wonderful training prompts that are freely available. Page 20 would make for an excellent staff discussion on mattering, marginalization, and lived experiences. Look for other discussion questions sidebars for staff meeting discussion ideas.
- Scripts to help interrupt bias and racism:
  - To prepare for leading book discussions on themes of race and social justice--In Sherwood we used the 2019 ALA webinar called "How to Talk about Race" to help guide our work with book groups talking about race. There are newer resources for this, such as this one.
  - Scripts for facilitating conversations on race, including dynamics with different races for presenters and participants. Hollins, C. D., & Govan, I. M. (2015). *Diversity, equity, and inclusion: Strategies for facilitating conversations on race.*
- Deeper professional development:
  - These are the two titles we used for asynchronous book discussions during the pandemic:
    - DiAngelo, R. J. (2020). *White fragility: Why it's so hard for white people to talk about racism*.
    - Kendi, I. X. (2020). *How to be an antiracist*.
  - OLA EDI & Antiracism Committee Training Resources.
  - DeEtta Jones, EDI trainer, consultant, and coach. Equity Toolkit online courses.
  - Cultures Connecting, based in Seattle. Founded by Caprice Hollins and Ilsa Govan.
- Find out what else we've been doing at www.sherwoodoregon.gov/library/DEI.

Amy Honisett, Multnomah County Library, amyh@multcolib.org

Tips for planning:
- Think about your goals and outcomes in advance.
- Prepare the activity:

- ○ Be sure to evaluate the resources you use, considering who the author is, what is the purpose of the resource, and whether the resource format and length is appropriate.
  - ○ Choose a variety of ways to participate. Some discussion formats you might try include, round robin discussion, small group discussion or think-pair-share.
  - ○ Consider whether you have avoided creating a learning experience only for white people.
- ● Prepare participants for the activity.
  - ○ Share the activity with the participants in advance and let them know your objectives for doing this activity
  - ○ If you are a manager or a team leader, consider asking someone else to facilitate
  - ○ Provide resources for participants to gain the information they need in order to meet the outcomes of the session.
- ● Prepare yourself in advance to interrupt and/or redirect unproductive and/or abusive language and discussion. Reflect on your strategy, take a class, and discuss group agreements with the team before you begin. Be ready to learn from the participants.

Resources:

Benson, B. (2021, February 28). Cognitive bias cheat sheet. Retrieved April 19, 2021, from Medium website: http://bit.ly/cognitivebiascheatsheet

Portland State University. (2015, October 30). Walidah Imarisha : Fearless Social Commentator : PDXtalks. Retrieved April 19, 2021, from www.youtube.com website: https://www.youtube.com/watch?v=FTZINEZ3NEw&t=28s

Ramsey, F. (2013, September 6). Getting Called Out: How to Apologize. Retrieved April 19, 2021, from www.youtube.com website: https://www.youtube.com/watch?v=C8xJXKYL8pU

TEDxHampshireCollege. (2011, November 15). TEDxHampshireCollege - Jay Smooth - How I Learned to Stop Worrying and Love Discussing Race. Retrieved April 19, 2021, from YouTube website: https://youtu.be/MbdxeFcQtaU

Roberta Richards, Portland Community College, rrichard@pcc.edu
Tips for ED&I training
- ● Asynchronous trainings allow learners to progress from different starting places
- ● Include ED&I in staff assessment and goal planning
  - ○ PCC tool: Intercultural-Competence Self Assessment tool (draft)
- ● Example of an asynchronous training program: "Professional Developmentfor Culturally Responsive Library Service and Teaching" for PCC part-time reference librarians guides.pcc.edu/ProfDev_OLAcopy
  - ○ Step One: Self Assessment and Goal Setting

- ○ Step Two: Choose a Professional Development Activity
- ○ Step Three: Reflection and Application

Resources
- [Preparing and Implementing ED&I Training at Your Library](#), Niche Academy modules provided by the State Library of Oregon
- [EDI Learning Resources](#), on the Continuing Education Resources for Library Staff guide from the State Library of Oregon
- Get support from members of the [OLA Staff Training Round Table](#)

Blake Kincaid, Fort Vancouver Regional Library, bkincaid@fvrl.org

Garvin, D. A. (1993). Building a learning organization. *Harvard Business Review*, *71*(4), 78+.

Govekar, P. (2001, Winter). Learning in Action: A Guide to Putting the Learning Organization to Work. *Organizational Dynamics*, *29*(3), 226+.

Khan Academy. How to write a SMART goal. Retrieved April 19, 2021, from Khan Academy website: https://www.khanacademy.org/college-careers-more/learnstorm-growth-mindset-activities-us/elementary-and-middle-school-activities/setting-goals/v/learnstorm-growth-mindset-how-to-write-a-smart-goal

Racial Equity Tools. Data collection methods. Retrieved April 19, 2021, from Racial Equity Tools website: https://www.racialequitytools.org/resources/evaluate/collecting-data/data-collection-methods