State Library of Oregon Equity Framework
Listening Session

Jennifer Patterson (she/her/hers): State Librarian

Amy Coughenour (she/her/hers): Electronic Resources Librarian

Courtney "Cam" Amabile (she/her/hers): Volunteer & Operations Coordinator

Session Overview

- **Purpose**: Get feedback from the library community about the State Library's draft equity framework to help inform the final framework.

- **Agenda**
  - Review the draft equity framework
  - Gather feedback and answer questions
  - Discuss next steps

Community Agreements

- Fully present and patient
- Default to inquiry over judgement
- Share the air
- Acknowledge the difference between intent and impact
- Repair work
- Self-compassion

Talking Book and Braille Library

Library Support and Development Services

Government Information and Library Services

Operations

Anti-racism and EDI Statement & Goals
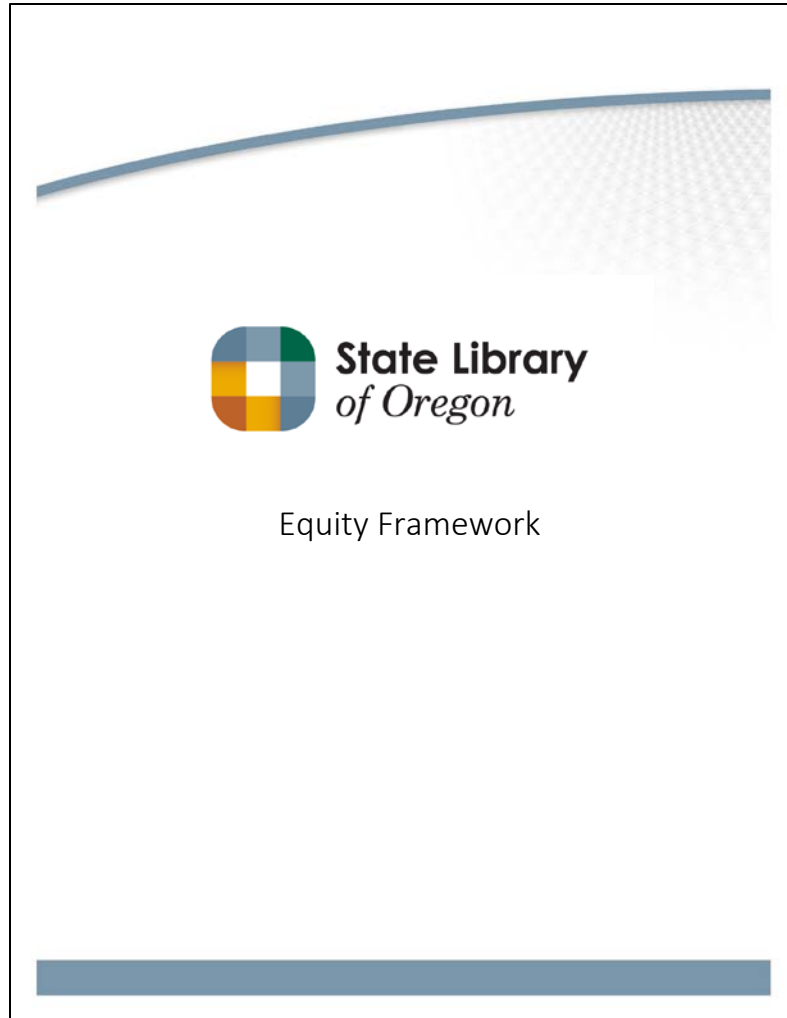
State Library of Oregon

The State Library developed an [anti-racism and EDI statement](#) and the following goals for 2020 - 2023:

- Provide ongoing learning opportunities for State Library staff

- Conduct a continuing education needs assessment to support libraries

- Support OLA's commitment to anti-racism, equity, diversity, and inclusion

- Reconcile the agency's racist beginnings

- Develop and implement an equity framework

Equity Framework

Equity Framework

- Aligns with the State of Oregon [Equity Framework in Covid-19 Response and Recovery](#)

- Utilizes the Government Alliance on Race & Equity (GARE) [Racial Equity Toolkit](#) model

Listening Session

- **Stacking method**: allowing for the voices of individuals from communities currently or historically marginalized and/or oppressed to be heard first.

- Use an * before your question/comment if you want to indicate you are from a community currently or historically marginalized and/or oppressed.

Listening Session

Equity Framework Feedback form:
https://osl.libwizard.com/f/equity-framework

Next Steps

- Equity Framework Feedback Form
  https://osl.libwizard.com/f/equity-framework

- Engage with applicable impacted communities

- Incorporate feedback into the final framework

- Finalize framework by the end of the year

Thank you!

Jennifer Patterson: jennifer.l.patterson@slo.oregon.gov

Amy Coughenour: amy.coughenour@slo.oregon.gov

Courtney "Cam" Amabile: courtney.amabile@slo.oregon.gov