

0:13
good to see everybody my name is Anthony child director of San Jose State University's School of information thank
0:19
you for joining us and Welcome to our celebration and recognition of Black History Month chat is on so please take
0:26
a moment to share and chat where you're joining us from it gives me and the high school great
0:31
pleasure to support Equity diversity and inclusion in all of its beauty and power and I want to thank our outstanding
0:38
speakers and panelists for taking the time to join us today the theme of today's Symposium is equity in libraries
0:45
2023 and Beyond making a successful entry into the profession and this is
0:50
part of our EDI Symposium series sponsored by the ischool all of our EDI Symposium recordings and transcripts and
0:57
resources are available in our EDI library in alfredo if you wouldn't mind drop that in the chat and also please
1:04
subscribe to our brand new EDI YouTube channel also if we could drop that in the chat you'll be notified every time a
1:11
new Symposium recording is posted and this will be joining that uh in a week
1:16
or so after for today's session if you have a question please use the Q a feature and someone from our
1:22
distinguished panel will answer it also periodically we'll make chat available for more interactive q a especially near
1:29
the end today's Symposium was in part born on an unforgettable day for me spent with my
1:35
friend and Mentor Wanda Brown advocating for libraries on Capitol Hill during National Library legislative day as a
1:42
young Professor it was a quite an honor to spend time with Wanda who was then the current ala president she is kind
1:49
wise in a true model of hard work dedication and commitment to her students her patrons in the field
1:56
one of the seminal points that we talked about was that it's not enough to just support EDI but rather we must apply it
2:03
in the field and provide the necessary support to nurture it I never forgot those discussions as we walked the long
2:10
Halls of Congress and I think while we must have did 20 000 steps easy and and
2:15
we met with members of the House and Senate uh so it's great a great honor uh
2:20
and with enthusia enthusiasm I want to present to you Wanda Brown past ala president and director of Library
2:26
services at Winston-Salem State University who will lead and moderate our Symposium today welcome one thank
2:34
you thank you thank you very much let me thank first all the panelists who are
2:39
joining us but I also want to thank the I don't know how many of you are out there I hear about 350 registered I want
2:48
to thank you for investing in yourselves because that's key to what we're going
2:54
to talk about today I am extremely delighted to have um Elena Nolan to kick us off today
3:01
everything we're talking about today is a way for you to make sure you are
3:07

prepared to enter this profession and if you're new to the profession to just do
3:13
maybe like a temperature check to make sure things that you are giving at your says what I'd like to ask you to do
3:21
today is as each speaker speaks take notes for yourself as to that
3:29
temperature check is there more you can do to support diversity Equity inclusion
3:35
is there uh did a speaker give you something to think about something you
3:41
like to pursue further so we welcome all of your thoughts and we hope that you
3:46
will uh get a lot from today that will encourage you motivate you and push you forward to
3:53
take additional steps so first we're going to have Elena talk to us uh this
3:58
morning first like I keep saying one is this afternoon here but it's morning there so Elena I'm gonna let you and all
4:05
the other panelists as we go through today introduce themselves okay so I will turn it over to Elena
4:15
hello everybody uh let me give some
4:21
hello hello I'm Elena Norland I am um the Acer professional development
4:27
coordinator and I'm also um someone who wrote a book about
4:32
Employee Engagement and for people to have the best experience possible while
4:38
they're at work and I'm excited about this talk today because I'm the keynote so I I approached this as I want to give
4:46
you guys things to think about right so this is a thinking half an hour for you
4:52
and like I always say for anybody who's seen me talk before if you have any questions or concerns afterwards always
4:59
feel free to reach out to me I'm very open to talking and asking questions and stuff like that so feel free to reach
5:07
out so the The Talk today is going to be about inclusive workplaces it's the eye
5:14
and the d i EDI that that I what does I
5:20
mean and where does it fit in that whole conversation
5:25
I've done a talk like for this a lot of times and I wanted to see if we wanted
5:30
to do some polls because a lot of people don't really know what I it's for what
5:37
does inclusive mean so these are some definitions I actually found online and
5:43
see which one of these actually resonates with you if any of them resonate with you
5:50
um you want to go to polls everywhere um you want to go Alina norlin
5:59
n-o-r-l-i-n-584-237-607 and then just put whatever you think um it would be give me a idea of like
6:06
where your thought is in terms of creating inclusive workplaces

6:12
so I'll give you guys a few seconds to think of it for people who might may or may not see it um a is it means
6:19
affirmative action at work he is apologizing for white privilege
6:25
seeing in his marginalized people are recognized for their accomplishments D
6:32
workplace free upulling and hostility e none of the above
6:38
F all of the above so let's see what you guys think
6:48
and like I said I all of these things I found literally
6:54
um online
7:04
give it a few more seconds
7:21
okay um we're gonna we're gonna go on with this one the answer is actually none of
7:28
the above it's none of the above um let me give you what the traditional
7:34
um definition is um it's an inclusive workplace that's defined as a work environment that makes
7:42
every you see that I specified every employee feel valued we're also
7:49
acknowledging their differences on how these differences contribute to the organization's culture and outcomes the
7:55
reason why this is important part of the conversation is always how does we make
8:01
everyone in the organization no one is Left Behind in the organization when
8:06
they feel valued right but the trick is when you look at inclusive workplaces is that part and
8:14
the second part of it and this is the second part is what we're going to talk about today if you are providing an inclusive
8:22
workplace that means that the differences contribute to the
8:28
organization's culture and outcomes and I want to say that again because this is what's hard
8:34
the differences contribute to the organizational culture and outcomes and
8:40
what that means is that if we're embracing everyone's unique talent skills and abilities that means that
8:47
somehow the organization will change a little bit and a lot of times when I do
8:52
my work in terms of organizational culture the number one things that people tell me all the time is that the
8:59
organization does not change there's assimilation status quo you know reluctant to change in all these other
9:05
languages so but if we are going towards a 100 inclusive environment the
9:13
organization would be changing at all times so keep that in mind so this is a joke I was laughing with my
9:21
friends here the secret to why inclusive is so elusive right and because when you
9:28

do the research when I was doing research about the best environments to work at ever and I was talking to people
9:35
who love absolutely love working for their job it really is a very small
9:43
percentage of organizations around the world that feel that way uh the current
9:48
number is about 10 to 12 of all organizations not just libraries all
9:53
over the world feel this way so why is numbers of this so small why is it so
9:58
Tidal so what I have come up with just from visiting libraries consultant work
10:04
things like that is that number one we have to acknowledge that the current state in the current state in most of
10:11
our organizations is that everyone is not being respected for the talent skills and abilities they bring to the
10:17
organization that it's not a true statement so if we start with that as a
10:23
hey our current state is is that we have inequities within this then we can work
10:29
on it but a lot of times we're not really even willing to acknowledge that that is going on within our environment
10:35
the second thing about inclusivity it requires intentional action you have to
10:41
be aware of just what I said before as you whoever in your organization
10:46
blossoms into the best version of themselves at work the organization will change and so in order for us to be able
10:55
to to make sure that everyone is moving in that direction we have to be very
11:00
intentional it can't be very passive or it'll just work itself out it doesn't work itself out the top organizations
11:07
that do really well in this are very very intentional
11:13
assimilation status quo comfort that is usually the main reason why it's not
11:18
inclusive there is always something within the organization I would say after the six month honeymoon period
11:24
that pushes us back to assimilation status quo and comfort in the way that
11:30
we always have done things that's that we've always done this this way we've tried that before but we can't do that
11:37
anymore we need for you to do it our way we need for you to do it the Corporate
11:42
Way the job way the organization way that's where that comes in another reason this is especially
11:49
prevalent for libraries is conflict avoidance a lot of times when we have differences and the more that people are
11:56
come in who are different in all kinds of ways you're going to have attention you're going to have disagreements
12:02
you're going to have conflict and so how can we navigate through what is very
12:08
going to always be normal conflict is normal disagreements is normal all of that's normal how do we work through
12:14
that and if you don't remember anything that I say for this keynote true

12:20
inclusiveness will change or at least tweak the word culture

12:25
will change or at least tweak the word culture so I'm going to give an example I want

12:33
you to really think about this because this is something um someone told me this is a real life

12:38
story um and I really want you to think about what I was saying before and how this

12:45
relates to this case study so afterwards I'm going to ask for your thoughts and so as I run through this study I want

12:51
you to think about how this place either provided an inclusive environment or did

12:56
not provide an inclusive environment so this was a public library what I mean

13:01
by changing demographics it used to be a sort of an older community the people had you know sort of retired or left or

13:09
something like that a newer Community had came into this public library they were younger uh they were new couples

13:15
new um new people they didn't really have children yet um a lot of them were entrepreneurs and

13:22
sort of the people who used to come into the library to do business work were no longer there and so the library wanting

13:31
to be inclusive had sort of start working with a person in the community a local person who was a small business

13:38
owner that worked part-time at the library they encouraged him and got him the resources he needed to get a library

13:45
degree what she did and once he got his Library degree they offered him a job as

13:51
the new business librarian because he had business experience it was great uh

13:57
everybody patted on the back for or getting someone who was in the community getting them through Library school and

14:03
actually getting them a job so in that whole kind of diversity Recruitment and all that other stuff it's a win-win

14:09
right however there was a culture Clash the business librarian did that Noah was

14:16
a culture class but behind the scenes the the people who had hired him were

14:22
starting to feel more and more uncomfortable so what it was happening is that before when they had a sort of a

14:28
different clientele the business librarian would basically teach classes

14:33
about the online resources maybe bring in some outside business entities that

14:39
would just give really basic business training it was very very formalized it

14:44
was sort of a just a really formal structured setting and that's what the

14:49
business librarian who had been there a long time did that person retired and this new person who came in was because

14:56
they were a small business owner they were not they were not a traditional business person they were more of an

15:01
entrepreneur believed in much more experimentation they were much more collaborative they brought this young

15:07

community in because they were part of that community and they were doing a lot of things that wasn't really the culture

15:15

of that particular Library so people were talking about him behind

15:21

his back about how uncomfortable all of this experimentation and new ideas in

15:27

this rapid succession was coming in and it was making them uncomfortable

15:33

the success Matrix were there so they couldn't fire a person because actually

15:38

the work that he was doing was increasing the number of programs they didn't have people using the resources

15:45

and now they do have people using the resources and the attendance went up circulation

15:51

they were they were checking out more resources and books all the the success and Matrix were high

15:58

so they couldn't say You're Fired right however what they did instead is during

16:04

the this performance evaluation for the first year they gave him a lukewarm

16:11

um annual year and they told them that they would give him a better review if

16:17

he went back to more of a traditional model that he would bring his people in

16:23

and it wouldn't be us Rowdy and and excitable and experimental but he would bring them in and do the traditional

16:30

teaching of the classes and teaching of the online resources sort of take his

16:37

modern approach into their structure they said that he was if he was willing

16:44

to do that then he would get more money he would get an incentive but they

16:49

wanted him to Halt a quick heart of the other experimentation that he was doing

16:57

foreign what do you guys think what are your thoughts and reactions what do you think

17:03

happened to the business librarian what would you have done if you've got that

17:09

lukewarm performance for you but with a caveat that it would get better if you

17:16

went to back to a traditional model

17:25

he left for a library everybody's thriving at the leader blackmail

17:34

what does other five

17:44

they wanted the appearance of change without the actual change they didn't have real expectations from the library

17:50

the person stopped trying he left to be authentic elsewhere

18:00

you decide to fit into the business culture

18:06

as to fit went to another Library

18:20

very interesting the community lost a great connection to

18:26
the library when he left for another Library left the library profession
18:38
actually he did not um this is not an unusual case
18:44
um he took the money and and conformed right
18:50
um and he had a family he was remember he
18:56
was from the community that was his area um they didn't they didn't tell him that
19:04
he had to do it or else they just provided and sent us for him to perform so he took the incentives and and stayed
19:13
there and just like some of what you guys said just there's a lot of things to unpack
19:18
here but one of the things that you some of you guys were exactly right the
19:24
library organization wouldn't change within a structured job description
19:29
framework so they felt like they were doing a good thing and they were right they they took someone from the
19:35
community they got them a library degree they got them a job and thought this
19:42
would be great as the business person but hadn't really thought through what that person who's different they were
19:49
always an entrepreneur they were always out with the community they didn't really the library itself didn't really
19:56
think about by hiring someone that the organization would change
20:01
as soon as they saw the change they panicked and then they went towards let's Hornets in
20:10
and the assimilation and is this one was interesting where there was consequences
20:16
and rewards a lot of times that doesn't happen sometimes that what happens is if it
20:23
wasn't always success Matrix the person would have got a message saying either you conform or this will be your job
20:29
right you didn't get conform or this would be your job but it was conformed
20:34
and we were award you so that's an interesting thing but it doesn't always
20:40
add up to consequences and rewards sometimes it's consequences and consequences right but in this case the
20:48
the assimilation was based on um Rewards
20:54
um the guy now I I did talk to him and he is disengaged he's checked out some
21:00
of you guys that were right on and spot on about that he was disengaged and they
21:06
are still continuously meeting and doing the experimental ideas interesting enough at a community center on the
21:13
other side of town right so there's still innovating creating but the library is
21:21
not benefiting from it so he didn't stop his creative activities his best version
21:27

of himself is being given in a volunteer element somewhere else outside of the
21:33
library spear so some of the people which you guys said that um they are
21:40
at a disadvantage because as he could have become a better version of himself
21:46
at work they would have really really benefited
21:53
so like what could have been done here um I get this a lot like well what what
21:58
should have been done what could have been done right and that this is a time where there should have been a long-term
22:05
goal conversation right and this is not for him to have
22:10
initiated but in some cases I always tell you know people who want to manage up you know that let's manage up to have
22:17
that conversation so the library itself wanted more people
22:23
in the library the the technique that they were using to get more people in
22:28
the library wasn't working right the technique that he was using to get people in the library was working but
22:35
ultimately the goal was to get people in the library and using these sorts of stuff his technique was different but
22:41
the goal was exactly where they wanted to be so in that conversation where they were
22:47
like could you just do it the traditional way it could have been what the traditional
22:52
way was not working so let's have a conversation about where
22:57
do we want to be how where and how the goal of where we want to be
23:03
and there was never any conversation about that so they waited until the end
23:08
during the end with you to have that conversation but by then they had already you know provided this other
23:15
incentive but in reality this should have been sat down and talked about before as he was doing his work as soon
23:23
as there was an element of discomfort then a person should have sat down with him and talked about it and see how they
23:30
could come with a win-win so maybe they're overwhelmed with how fast things were going but there could be more of a
23:37
sort of a you know stance where we're moving slowly more
23:42
slowly but we're still getting to the goal but there needs to be a conversation that's when I mean that conflict avoidance
23:49
and the question is always how can we use differences to Excel and grow as an organization so by him becoming like
23:57
everybody else did not benefit the organization at all they lost in that in
24:03
that element so the question is always how can we use differences to acceler
24:10
and then the other thing is which is hard because I've been a manager before you have to have allowed trust in
24:16
experimentation so some of the things that he was doing did worked out and some of them did not but that trust and

24:24
experimentation is what comes to the Innovation on the other side so as managers for the managers who run
24:31
here allowing for that time to have the trust and experimentation is where the
24:38
inclusivity comes in flexibility comes without and control release I always tell people who I when
24:46
I do Management training is that it's so one of the number one things they tell me it's so hard to let go and and to let
24:53
go of the control but I always say if you allow yourself to do a control release the benefits of
25:02
the organization is 10 times as much and having
25:08
and I also recognize that you can't let go of the control right away so having exercises where you allow for people to
25:15
do like I said in this case what they were overwhelmed with I bet you with that how fast the change happened
25:21
but to have it where we have a conversation is this is how we're going to move so the organization change where
25:27
everybody can catch up with it is where they need it to be in order to make sure
25:34
that the business librarian was really thriving and not disengage as he is
25:39
right now so now that I have your attention I know
25:44
there's some new people here I also wanted to talk about inclusivity in
25:50
terms of you figuring out if you're a new person going to a new job or you're thinking about getting another job and
25:57
you are like I'm sick of this crappy job I want to go to another job I always
26:02
this is an advice I give to a lot of people all the time and when it just took a few minutes out and show you how it works
26:08
that the new environment post pandemic it's not just looking at jobs and benefits in
26:15
their benefit package we're really looking at what it feels like the employee experience what does it feel
26:21
like after to be in this job you know after the six-month honeymoon period
26:27
what is it going to be like how am I going to feel working here right what do
26:32
what what is my experience going to be like here and I always say that as it when you're
26:39
recruiting or interviewing for a job it goes both ways it is always both ways there your life is going into whatever
26:47
positions you spend more time at work than anywhere else so I always encourage questions and I
26:54
always encourage for people to to make decisions that that adds to their only
27:00
their health and their well-being and their work-like balance so the things that I always would say is
27:07
to look Beyond pay and benefits research what it would feel like to work at this new job
27:14
during the interview ask questions and here's the important part not only listen but watch the non-verbal cues
27:22

will tell you a lot the non-verbal cues will tell you quite a bit

27:27

listen to your gut instincts and even you know I understand it

27:33

sometimes you just need to have get a job and a paycheck and you just need to get out of there I I get it trust me but

27:40

you want to still have all of this information so you can go in with your eyes open I always tell people the first

27:47

job that I ever got when I got out of Library school was at the University of Arizona and I asked a lot of questions I

27:54

asked a lot of questions and I remember one of the ladies her name was Carrie Russell because I never will forget her

28:00

pull me aside she was she wasn't on the search committee but she pulled me aside and said Elena this job here at the

28:07

University of Arizona it will have a high degree of chaos if you are looking

28:13

for structure if you're looking for things to have a predictable path you

28:18

will be miserable here if you take this job understand the high degree of Chaos

28:25

and I took the job right so but when the chaos came I I already knew that it was

28:32

happening I didn't feel angry or feel disillusioned about it because I already knew that that was the experience and I

28:39

felt that I could that was fine with me I I don't need a whole lot of structure so I had I made that decision

28:46

and even though a lot of people who came to University of Arizona left because

28:51

they couldn't deal with the chaos the fact that she told me that and then I made that decision helped me during a

28:59

lot of different times within the organization so that doesn't mean to get the information and turn down the job

29:05

but sometimes you do but always go in with loaded down with the research and

29:11

to make a more informed decision so I'll hear some things and here's some

29:17

things that I would suggest that you think about um and we could talk more about it later if you know I wanted to contact me
is

29:25

here are some things and questions that I would frame how do they resolve disagreements in conflict

29:32

are they more at a scarcity or abundance thing is it do more with less is it we

29:38

don't have enough money we don't have enough this we don't have enough fat you

29:43

know that kind of thing do you want to be in a situation where we're we're feeling you know like we're always in a

29:49

you know do more take on more you know burnout Vibe find out what's going on

29:55

with either it's a scarcity or it's more of an abundance even if they have less resources but they're like we're working

30:01

on it we've got a plan you know and people feel sort of like we are structuring our work to to make sure

30:09

that we are doing the work as most efficiently as we can but we're allowing

30:14

people to still feel whole insane that's more of an abundance mindset
30:20
know the difference and be able to ask those questions creative thinking versus
30:25
challenging status quo right remember from business librarian
30:31
she's a creative thinker they were status quo being able to ask that questions about it maybe then if you
30:38
knew they were more status Chloe by the time when he realized that he was deep
30:43
in he could have maybe came back and said hey how do you guys feel because they weren't talking to him but knowing
30:49
that before would have helped him out career progression know like how do you
30:54
move around it's not just getting a management position but how can you move around in this in this job performance
31:03
evaluation is always important how do you talk to the person that you're
31:08
directly reporting to more frequently is it a situation like business librarian
31:13
where they just get the annual review and that's the first time they're talking you want to know in that annual
31:19
review process how often are you developing a relationship so you're not
31:24
blindsided at the end of the year and are they retaining employees is it
31:30
more of a if somebody leads we'll just get another one or is it we are figuring out ways to value and appreciate the
31:38
talent and the skills and abilities that come in because we are work that without
31:43
employees the organization is nothing so how are they maintaining employees
31:51
so finally I want to bring it all together I always everybody knows me I always have hundreds of stories so I
31:57
want to show you how I made a decision on to turn down a job and what I went
32:03
through so I'm just explaining to you the process right and trusting your
32:09
instance I was recruited um to come in to be a public library director they flew me in and they gave
32:16
me an extra day to sort of see the area the neighborhood whatever
32:23
before I met with the city manager and and uh sort of the group
32:31
what I decided to do is to not just go to the library but to go around to
32:36
different Community areas and ask questions about the library and I was
32:42
curious about just you know not people who were in the library go I love the library but I wanted to know you know
32:49
like if I went to the local Starbucks or if I went to you know any kind of local
32:55
group you know do they have an opinion about the library and what I found is that the indigenous
33:03
people who had worked there I mean who had lived in the community had a very negative reaction about that library and

33:11
well the libraries it was multiple libraries but they had a very negative reaction about it and I had talked to
33:18
multiple indigenous people and they were like you know you seem like a really relaxed person and we hope you get the
33:23
job of explaining you if you get the job you know we don't feel welcomed at the
33:29
library and that was important information for me to know so the next day when I did the job
33:37
interview there there was 10 questions and eight of the questions
33:43
were about discipline staff it was about discipline how do you discipline it was it was it was frayed to me in eight
33:51
different ways but all of it was about discipline so the first question I had after all of
33:57
that was over was why did you guys ask me eight questions about discipline staff is there something going on that I
34:04
don't know and I watched and the management the
34:09
city management team turned beat red and they were clinching their fists back and
34:15
forth like this and they said it between Clint T this they were like these are
34:20
traditional management questions any director would get these kind of
34:26
questions and I pushed back I said no not actually there's hundreds of business I mean management related
34:32
questions you could pick for all kinds of questions I said but it's eight out of ten why is it eight out of ten and
34:39
they were furious with me right I mean they were smiling but they were periods because remember I said watch the body
34:45
language then I threw in hey when I was talking to community I
34:52
ended up getting some comments about from the indigenous people and I said I'm not sure if you knew this but you
34:58
know I I want to talk a little bit about this and they said the first thing they said to me is that the indigenous people
35:05
you probably talked to were drunk and and and they were probably homeless
35:11
but they weren't drunk and homeless they were at Starbucks what are you talking about right they're not drunken homes
35:17
but the fact that they told me that they were drunk and homeless
35:22
gave me a lot of why those indigenous people were not
35:28
welcomed in the facility and then you could tell that they had
35:34
gotten so mad that I had asked that question they couldn't everything else I
35:40
went to they kept going back to we you know I can't believe you asked that question
35:45
so that meant that I was the person who was going to be supervising me didn't like for me to ask questions was going
35:53
to I felt more of a bullying kind of Bot if I had said anything challenged and I
35:58

wouldn't be able to have and I wasn't confrontational I was just asking questions and if they're already angry
36:04
with me asking basic questions what would my experience be like when I'm trying to make changes at that
36:12
at that facility right so instantly I knew like yes I might have been able to
36:18
come in and make some changes but it would have been through a lot of
36:23
adversity and if the The Branding of indigenous people is that they're drunk
36:28
homeless then it was going to be an uphill battle so in that sense I instantly made a
36:36
decision that for my mental wealth and helping I withdrew my application
36:42
but if I would have just went with the money the pay pay was fabulous and the
36:47
courting and and whatever it didn't ask those questions I would have walked into
36:53
something that would have cost me a lot of harm down the line
36:59
so I I want to leave that with you that yes I could have been made a decision in
37:05
that moment to say hey I think I'm going to stay and fight it but then that's when I look at your
37:12
emotional well-being your emotional health where do you want to be what is your experience will be
37:19
like and I decided at that moment that I did not want that and even though the
37:26
money was great and the benefit package and all that was great I I decided to go
37:32
with me instead right so I want you to leave with that always
37:38
pick you ask questions why if they say no no no we just will
37:45
answer it on email like no I need the camera on and I need for us to if it's a
37:50
zoom call make sure the camera is on you need to watch body language you need to
37:55
see what's going on you need to then be able to make a decision for whether it will appreciate
38:03
you in an inclusive environment or not
38:09
so thanks everybody this is the book that I wrote for the research that I have it's from Ela it's just sort of
38:16
it's a handbook on how to create more better and healthier work organizations if you don't have it you can always get
38:23
it in a library loan but if you do get it that's great ala thank you for that
38:28
um and like I said if you have any questions or concerns or anything like that
38:34
um feel free and always to reach out to me and it's always a great hair to do let's see what's good here doing so
38:42
um have a great day good thanks
38:49
thank you Elena for a wonderful Kickstart to what I hope to be is more

38:56
conversations that will pick up from where you left us because I think if nothing else we know
39:04
that it's everybody's responsibility to make that environment welcoming and
39:10
inclusive before you head off are there were there questions in the Q a for
39:15
Elena yes Wanda they're a couple let me um ask
39:21
the first question from James uh did the library after this assimilation example
39:26
start losing attendance again or anything negative or do they still benefit from his contribution
39:33
no I went back to it went back before it just went back they lost the people
39:38
people weren't interested so he um he told me that they just met at the
39:44
community center um so yes no the people were not interested in the traditional model
39:51
great um and the second question is are there any resources or how to's on how to do control release effectively
40:00
uh okay whoever said that send me an email I have a book for you um I I don't remember it off the top of my head but
40:07
send me an email and I'll find it for you that's a Maha qamaran so thanks
40:13
uh okay another question um how do people of color who are in
40:18
leadership positions manage the emotional labor and expectations to solve all of the lack of minority
40:25
representation Within librarianship
40:32
I would say here that that's what I meant by ultimately
40:39
um when you look at inclusive that it also means all right and
40:46
the reason why I say it's a lot more complex and the reason why it's a lot more elusive right is because it's not
40:54
just the you know like oh we're gonna you know make sure everybody feels welcome it's the structure and the
41:01
culture of the organization it is the weather we're offering recognition and
41:06
praise whether we are providing opportunities for people to thrive
41:13
it's it's a variety of different things and the number one thing I always say is
41:18
it's not just the leader sort of like Wanda in her Library it's the people who
41:23
she has supporting her that all have the same vision of of where she's at and how
41:28
she wants her staff to feel in the library everybody has to be in alignment so what I always find is when I do my
41:36
work is that the the director might be great but then people in the middle
41:42
manager are all over the place some people are having good experiences some people are not or whatever so I think
41:48

that just getting back to what your question is that we have to really work on our organization what I said before
41:55
it has to be intentional and it has to be not just the person at top doing all
42:01
of the labor but it has to be that we're all in alignment one of the things that
42:07
I feel very strongly about is that we need more training in terms of leadership
42:13
um uh visioning not just strategic planning but leadership strategic
42:19
planning and how you can make sure that everybody is getting a similar
42:24
experience in terms of the people first employees first and how we can make sure
42:31
we get paid extra money we got paid more money to make sure our our staff are you
42:38
know um being the best versions of themselves at work that's why we get paid the more
42:43
money that's why we are at those leadership positions but it's not one person doing it all themselves at all it
42:51
is making sure that the continuity goes through without the organization and
42:57
it's not easy work I am I'm no way on giving the person it's a like this in
43:02
his intentional work and you have to put effort into it in order to get the results it really is got to do the work
43:10
wonderful Elena that's that's amazing uh yeah so somebody could drop the uh the
43:15
link to her book in the chat that would be uh fantastic uh are there any other
43:20
questions for Elena but I know she has another meeting she has to get to
43:26
thank you so much guys I'm so glad that you guys stopped by and like I said always feel free to reach out if you
43:31
have any other questions thank you Wanda for inviting me and I hope you guys have a a great rest of the program and hit
43:40
Elena I just wanted to compliment you on your use of pull everywhere uh talk about Equity diversity inclusion
43:46
including us in your presentation that was that was quite inspiring and I'm gonna have to borrow from that uh in the
43:53
future great job nice to meet you thank you so much you're welcome thank you Elena enjoy your afternoon thank you
44:01
thanks I want to thank Elena because uh so much
44:06
of what we wanted to cover today was the fact that uh as a library school student
44:13
in case you are that or a recent graduate or someone who's been in a
44:18
profession for a long time I think we all need to understand that it's all of
44:24
our responsibility to make sure that our profession that our libraries are
44:30
welcoming and inclusive and so therefore we have this wonderful panel that's
44:36
going to come together and talk um to us but I think are we taking a

44:41
break Anthony first so we're going to go straight into the panel whatever you think Wanda um I I think we
44:48
might be okay um okay yeah okay all right then so um
44:54
the panelists have been asked to talk specifically about what they have done
45:00
to ensure that their places or their professional whatever they too whatever
45:06
angle they choose but what have you done to make sure that it is inclusive and
45:12
welcoming and I think first up is uh Michael crumpton and as I said earlier
45:17
I'll ask each presenter to introduce themselves a little further to the group
45:23
thank you Michael and thank you good morning everybody hope you're doing well
45:29
um someone said something about no queries in Los Angeles this morning and I haven't had a chance to see if that's
45:35
true but hopefully it doesn't come up your way so I'm Mike crumpton I'm at the
45:41
University of North Carolina in Greensboro uh I'm the dean of the libraries now I've been here 15 years
45:48
and I'm also Affiliated faculty member in the library and information science program and have been doing that for
45:54
over 10 years and that's important because uh I'm going to consider myself representing here that it's not about me
46:02
it's about all of us and we have great collaboration between the libraries and the Las Department uh including with Dr
46:10
Chow is here so uh and we miss you Anthony um are we going to go around you I'm
46:15
going to go ahead and talk a little bit you can go ahead and talk okay okay so what I wanted to share with you is some
46:22
of the things that we've done uh both as libraries and in collaboration with Las because it's I think it's been
46:28
significant in moving the needle and listening to Elena talk uh which we're part of a circle so we know her from
46:35
that point of view too uh she made some terrific points and things that we have
46:40
actually experienced and lived with and so please take the heart what she's talking about and her book is is really
46:47
great um and then I used to talk about impex a village so you know it's not about me
46:53
like I said I'm representing but um if you watch the Super Bowl uh this year that the slogan of that it takes all of
47:00
us came out in some of the players had that on their elements and I just really
47:05
like that because that's true it takes all of us and so some of what I'm going to talk to you about
47:11
is things for you to look for when you're looking uh in the institutions and out here job hunting because it's
47:18
not easy you know that's how Elena kind of ended up about it not being easy and it's it's been a lot of change
47:25
so we we've had a diversity resident program in the library one of our seventh residents so that means we've
47:33

been doing this uh about 15 16 years and uh we're very proud of that with one of
47:39
the first ones to initiate that kind of program uh it took the vision of the the
47:44
current Dean at that time to make it happen and it took a lot of patience
47:49
with uh people trying to understand what this was all about at the time this
47:55
organization the libraries had one minority librarian and now we're closer
48:01
to 10 percent and I know that's still not perfect or right but it's a progress
48:07
and so this is always going to be a work in progress but the the um The Residency
48:12
program has taught us all a lot and the part of that was instilling into the
48:18
culture that A diversity resident Librarian Is first a librarian a
48:23
professional you know we didn't want them to be treated like a graduate student on the reference desk you know
48:29
you've actually agree you can have all the rights and privileges uh and there was a lot of organizational culture that
48:35
needed to kind of wrap itself around that people kind of have a tendency to default to oh I got an extra pair of
48:42
hands here and stuff like that and that's not what it's about The Residency program is about we call it packing a
48:49
five years experience into trying to make sure that Resident gets what they need to be successful out in the
48:56
confession so that means we needed to have a commitment to diversity within the profession and that that so that was
49:03
kind of the starting point and having those kind of conversations to get the organization on board
49:09
we've had a diversity committee uh all that kind as well it's not a variety of different things the programs speakers
49:16
surveys things like that and so they've been a partner in all of this from the
49:22
Lis point of view um about 12 years ago we went to a group
49:27
meeting and did an imls grant for a Scholars that's the academic academic
49:33
and cultural enrichment Scholars and the goal was to improve diversity within the
49:39
profession so subsequently we've had uh and over three cohorts so we graduated
49:46
approximately 50 people in those three cohorts with this imls funding that
49:51
helped support the Waverly College in order to get diversity in the profession and and that was really critical in the
49:59
sense that it was a shared responsibility between ILS and the libraries between Court viewing
50:05
libraries such as Wanda she was one of them the mentors who helped these young
50:10
professionals complete their academic coursework and and get out into the profession to be successful
50:17
so that also took a lot of change and the other thing that Elena mentioned was

50:22
intention so a lot of this had to have intention behind it to make it successfully and uh
50:30
and and she talked about conflict that was making notes when she talked about conflict and yes that that happens and
50:38
and so you have to have a plan and I'm talking about in terms of uh uh it takes
50:43
all of us the village The Village has to have a plan to mitigate conflict because
50:49
it's going to happen and it might be something small it's misunderstanding their personalities but it also could
50:56
expand and put a big picture of how someone actually feels about uh the
51:01
profession and where they're headed and stuff like that kind of like the business like they're an example that she was using
51:07
the other thing we did that I wanted to mention that's kind of significant here is once again a collaboration between
51:13
the libraries and the Lis Department with a program we call real learning connections and this was a geared
51:19
specifically for diversity although it had a lot of the most elements in it but it was the learning culture that is the
51:26
value there and what we were doing was uh developing projects in the library that grad students could
51:34
apply for and the library School wouldn't have a faculty sponsor and the
51:41
goal there was financially the library School provided the tuition labor and the library provided that site in for
51:49
substance but you have a librarian project had and then you had a student
51:55
you didn't have the faculty member so it was a three-way learning opportunity and
52:01
we tried to infuse that learning mentality and the rest of the
52:06
organization so that people understood that it's not just about them so it's not just about you know if you have a
52:12
student doing an internship or a crack income or something like that it's it's not just about the extra pair of hands
52:20
um you learned something from everyone you meet that whatever at whatever level they're at and so we've learned as a
52:28
Podium and great cell culture to learn from the folks that we're working with you know the students uh like I said in
52:36
those practical practicum or intensive environments project environments the
52:41
residents who are now new professionals um with us they come with experiences
52:47
and perceptions that the rest of us don't have so we've had to learn to to uh uh to get
52:55
to get through the clutter in order to understand who they are and what they're about and what they have to offer now I
53:03
tell you all that just helping China formulate your own questioning the ones out there interviewing or working in
53:09
organizations a lot has changed in the last few years to the better with our
53:14
Diversity Program was going with hcrl University Alliance years ago and now we
53:21

send our residents to this the idea behind that was so that a lot of
53:26
Institutions only have one or two this forms a cohort which allows the
53:33
residents to actually uh you know interact with people in the same situation they are and compare notes in
53:40
that point of view all this stuff takes support and that's something to be aware of so A diversity
53:47
resident line here in our libraries takes away a line that we would be using
53:52
for something else and that that that doesn't sound like a big deal but it can be especially in
53:58
tough budget guides and that's it that's always been something to try to make sure we protected at the line so the
54:06
investment that's being made in a program like that is is first of all an appropriate question to ask but second
54:14
of all it is something to be aware of so that if you are a mediating contract sometimes those conflicts evolve around
54:21
the use of the resources but like I said we are we have progress
54:26
we've gone from one person to seven or eight now I didn't come up exactly but
54:31
we we are growing in that regard our campus is growing so we are now in
54:37
minority starting institution and so it's important for us to represent our
54:42
students we are close to becoming a Hispanic so I think it's producing same
54:47
thing it's important daily uh would look and build a part to represent our students so those are the kind of
54:54
homework things that you can dig into to find out uh from a campus perspective uh where they stand you know what kind of
55:00
diversity issues are they pursuing uh if things get wrapped around a lot sometimes having a chief diversity
55:07
officer even if only if a campus has that and I'm sorry I'm focusing on academic but if a campus has that that's
55:14
great but that's that's an easy point to kind of and invite more information and
55:20
deeper conversations and things like that looking at what either an LIS
55:25
program or the library but doing can make a bigger difference in my opinion uh we thought you know we take our what
55:33
we do on the road sometimes and uh presented State conferences or some of
55:38
the consortia that are like eight zero that I was mentioning earlier so it is all about all of us it's not about
55:45
written one or two it's about all of us making a difference in raising the bar of diversity in our professional
55:54
thank you thank you thank you Michael
55:59
my face is gone okay thank you I um appreciate your intentionality and I
56:07
think that we've had two speakers and both of them have given us examples of
56:12
how intentionality is essential our next speaker is going to talk even more about

56:19
intentional efforts and so um at this time we're gonna have uh Kevin uh Watson
56:27
come aboard and he's going to introduce himself and talk about his intentionality
56:32
Kevin hi good afternoon Wanda panel um and everyone that's uh online I'm
56:39
Kelvin Watson I am the executive director for the Las Vegas Clark County Library District and as previously
56:45
mentioned by Elena and Michael you know some of the things that I would share with you and you know my my experiences
56:53
um having served as the past bcla president the I've been executive director for Las Vegas for two years and
57:00
prior to that I was at the Broward County libraries for four years in Florida
57:05
so some of my recommendations to Foster and ensure Equity diversity um and inclusion in our profession is
57:13
through mentorship one of the things that um that I have been able to participate in is both
57:21
formal and informal mentoring um bcla the black caucus of the American Library Association
57:27
um when I was not a librarian actually um I was mentored by many bcla members
57:34
including uh Wanda Brown who was on this call you know
57:40
leadership in being intentional as mentioned Again by Elena and Michael you
57:47
know you can have action statements um but you actually need to really be
57:53
intentional with measuring the outcomes that you uh that you have and that's something that I've learned as a leader
57:59
to implement do succession planning and recruitment those are other intentional
58:05
aspects one of the things that I implemented as a leader in Broward County as well as in
58:12
um that I do at Las Vegas is I've started for our staff and really is
58:19
focused on diversity equity and inclusion is as I've implemented a new employee Roundtable so I meet quarterly
58:26
with uh staff members who've been with our Organization for three years or less
58:31
it's open to you optional um but it's an opportunity to sit with me
58:37
um a diversity candidate uh who participated in the Spectrum scholarship program the ARL uh program as well to
58:47
recruit diverse candidates so I'm able to share my personal experiences and
58:54
allow the staff to hear from me one of the things um that I also want to share
59:01
with you is um I'm a 100 black men member of the Las Vegas chapter and one
59:08
of the things that they say is what they see is what they'll be so you have a
59:13
opportunity to see a uh an African-American male Library director
59:18

who is mentoring all of my staff and being very intentional about everything
59:24
that that I'm doing so you know providing ways to not only
59:30
locally be inclusive but also nationally as well and that's why I was
59:36
um open to participating in this in this panel discussion um and that is to touch every level of
59:43
of librarians to connect um and share these experiences other
59:50
things that I would share with with you is to you know connect with all of the Ala the diversity
59:57
um Affiliates um connect with other bipod members and you know you're going to need these
1:00:04
opportunities and and and to share I know jclc was just a few weeks ago and that was a great opportunity for
1:00:11
librarians um to connect and and share experiences um
1:00:16
application of deia is certainly key to fostering and
1:00:23
ensuring that Dia diversity equity and inclusion becomes part of your DNA you
1:00:30
have to challenge yourself you have to challenge others and sometimes as Elena and Michael pointed out it's not easy it
1:00:37
is conflict um I can give you many many stories of in my career where I've had uh an
1:00:46
opportunity to be promoted for example and and had the leadership say that they weren't ready for me that happened early
1:00:53
in my career when I worked for an organization that was affiliated with libraries
1:00:59
um I've I've also been on job interviews as well where I've had to uh and Elena
1:01:05
pointed that out uh you know with her example of I was asked questions that
1:01:11
other non-diverse candidates were not asked and I've actually turned those jobs down and walked away from those
1:01:17
opportunities so it's really about being committed to diversity Equity inclusion not only within yourself but also
1:01:23
sharing it with others some of the other things I want to share with you is um where we've started a diversity
1:01:31
um uh committee within my current Library Las Vegas really reinvigorating
1:01:37
a committee that was already there standing it up we're doing surveys we're
1:01:43
assessment we're doing assessments within our organization so that we know how to move forward and it's one of the
1:01:50
things that I did when I promoted this committee was sent out a communication to the entire library and I don't
1:01:58
actually have a position that's called Chief diversity officer um and one of the reasons is because I
1:02:05
serve as the chief diversity officer so all of the staff that works with me you
1:02:11
are then anointed I say to also be focused on diversity equity and
1:02:17
inclusion and the last thing that I'll say um as I pass it on you know to other panelists

1:02:23
and you know look forward to your questions is that you know again one of the things that um that I want to reiterate is
1:02:30
what they see so what they see in you if you're doing this work they'll also be
1:02:37
others around you will also be contributing to the success of diversity
1:02:43
Equity inclusion within your organization uh as you continue on in
1:02:48
your profession uh in libraries thank you
1:02:55
thank you Kevin before you leave though can you tell us just one little story about how you've invited The Uninvited
1:03:03
to your life okay so uh thanks Wanda that's that that's my that's my ongoing key term
1:03:11
that I use um as a library director in Broward and also in um in Las Vegas so I use this
1:03:20
term called inviting The Uninvited with not just the staff but it's really about the community it's opening up resources
1:03:27
and making them available making people feel welcome that's a that's an active
1:03:32
thing that you can do right it's not just about um the you know when you when you put
1:03:40
that in place right and you share that and that's something that is Again part
1:03:46
of your DNA it's a part of the organization's DNA so if they know that everything that we do for our libraries
1:03:54
in our community for our staff is about inviting people that don't feel
1:04:01
welcome and haven't felt welcome that's gonna that's the key that's the keys to success and I think that's what's made
1:04:08
the libraries that I've had the opportunity to work with be successful uh in our communities through the
1:04:14
different programs that we offer one being one example I'll give you real quick is that we offer digital access
1:04:22
to our community as well as visitors in Las Vegas on 400 buses that's what that
1:04:30
now that's actively pointing out that everybody can have access because you'd be surprised how many people ride the
1:04:36
bus here in Las Vegas and that program that we launched in 2021 has now uh been
1:04:46
that when I looked at the stats the other day that's 12 of our overall ebook
1:04:51
usage are the people who are riding the bus so that's what I that's what I'll share and look forward to your questions
1:04:58
again thanks Wanda thank you Kevin thank you very much um we'll move next to Dominique this
1:05:07
Dominique coming to share with us and introduce yourself thank you hello everyone I am Dominique Dozier I'm
1:05:14
a Student Success librarian at Santa Clara University um I am I support first year first
1:05:21
generation and transfer students and our critical thinking and writing courses and I'm also the subject librarian to
1:05:27
women and gender studies and ethnic studies so I'll be sharing my perspective I was a recent graduate of
1:05:33

San Jose State's high school program in 2021 so my perspective stems from what

1:05:39

I've learned in graduate school as well as what I'm currently seeing right now is an early career professional so just

1:05:46

as Kelvin mentioned utilizing those relationships that you could establish with cultural organizations for those

1:05:52

that are current students right now especially students bipac students you

1:05:58

want it you want to be able to see how to find this information from your school and if they're communicating it

1:06:04

to you right so we when we think about diversity Equity inclusion is this currently happening in your program so I

1:06:11

can can remember a story of you know it was my second semester in the program and I I was just learning as much as I

1:06:19

could I was taking these courses I was learning all about the Ala and I happened to see an email

1:06:24

um from one of the past presidents of bcala could have been killed this um and they were having an information

1:06:29

session right and they were um inviting all um black students to come and sit in on the zoom and so for

1:06:36

me that email that the ischool program shared with me was impactful so for some

1:06:41

of the leaders in you know the the directors in these um libraries make sure that you are sharing that

1:06:49

information with students um with with people in your program right because if it's available to you

1:06:54

and you know that you can connect possibly with someone within your culture and hear about their experiences

1:07:01

and wisdoms um the same that I've um listened to with Dr basley and Miss Benny Wilkins

1:07:06

it's it's very important and from that I was able to become an active member in the BC ala which stemmed into me

1:07:13

learning more about the California Librarians Black Caucus which is you know a great addition to the networking

1:07:20

capabilities and then also um making sure that not only when you are

1:07:27

receiving the information from the the program is also to make sure that you are being active and communicating with

1:07:33

organizations right so that's also um very important and then next um like Elena mentioned earlier applying to the

1:07:40

positions um coming out of graduate school I know that we're all very excited you know to have those

1:07:45

applications and you know the interviews are coming and we're looking at our responsibilities and our um our duties

1:07:52

and the salary requirements those are great but just remember to look past the

1:07:57

application um what and and remember the things that you've learned in your graduate program right what are the Strategic plans of

1:08:05

the school right what are some what are some of the things that they're doing what is their mission so it's always important to take that to in account

1:08:11

when you're looking at whether those um the the job interest the jobs that

1:08:16

you're interested in are supporting Equity diversity and inclusion and when you're doing so

1:08:22
um you're able to see how you you see yourself in the position so for me personally when I was applying and it's
1:08:30
challenging to apply for those of you that are in the process I was looking at the Strategic plans right and then I
1:08:36
discovered Santa Clara and I discovered that they wanted to be this social justice library and I looked at the
1:08:41
things that they were currently doing right and and the things that they were proposing and I wanted to be a part of
1:08:48
it because you have to imagine yourself as this person that's going to be in this position and how are you going to
1:08:53
actualize it right how are you going to be a part of this social justice library and so for me
1:08:59
um as a as an instruction librarian in this position I've um I continue to
1:09:05
immerse myself in like the trends you know what what are where what are people currently discussing
1:09:11
um what are the Articles talking about joining webinars like this one it's all the way for continuous learning and it
1:09:17
helps with professional development um I recently completed a micro credential with AQ the associated
1:09:24
College of Educators and that was so impactful um the course taught us how to use
1:09:30
evidence-based practices to influence um well to engage in students right and
1:09:37
so one of the things that I learned that as I'm joining this social justice library and seeing myself in this
1:09:43
position is how can I use these tools to improve and enhance my instruction sessions with students and so one of the
1:09:51
practices that I developed and I just I continuously use and I can see how it creates this welcoming and inclusive
1:09:58
environment with students it's inclusive language right and I know a lot of us we
1:10:03
State our name Dominique Dozier she her and things of that sort and so it's also
1:10:08
looking beyond that and I think that that's something that you can carry with you how are you expressing confidence
1:10:14
you know with you with your students how are you creating this welcoming inclusive environment for all are your
1:10:21
instruction plans accessible all of those things that all those things are helping to advance the efforts of
1:10:27
whether something is diverse and includes and inclusive to all right and then one of the things that our library
1:10:33
also and we recently developed which is really exciting is a community of practice and this community of practice
1:10:39
is open to everyone in the library that is interested in um instruction and teaching and it's us
1:10:45
coming together to look at some of the tools like our peer review of teaching and how can we change that
1:10:52
um to support our students in ways that are we're just not basing what we are
1:10:57
doing in the classroom on certain metrics is our classroom welcoming is our classroom inviting our students
1:11:04
encouraged to learn all of those things right so when you're in when you're looking for these positions and you're
1:11:10

trying to decide whether this is something that you're interested in look at the mission of the library and act
1:11:16
and see yourself in that position and um know that it's not a one size fits all
1:11:24
this is a learning process this is why we're all here sharing um conversations and dialogue can be
1:11:31
very challenging around what you and your mind internalizes diversity and inclusion but be willing to have those
1:11:37
conversations and build those community of practices um with your peers in the library if
1:11:43
you're if you're able to and um just know that by all of us doing this work we will continue
1:11:50
um to make changes in librarianship and I think that that's the most important thing to get out of anything that I've
1:11:56
said is that when we are doing the work we are creating we are making this feel
1:12:02
inclusive for us all thank you so much everyone
1:12:08
thank you Dominique I love your energy and your passion because I feel it when
1:12:13
you speak and I thank you for sharing that with us today okay our next uh presenter is Miss Benny
1:12:22
Wilkins thank you I'm the Elder in the bunch
1:12:29
then about around librarianship for a lot of years
1:12:35
so I bring a historical perspective um to our conversation this morning
1:12:42
um as well as um a current perspective on how we can
1:12:49
be more diverse and inclusive
1:12:55
uh had experience in working in library Outreach
1:13:02
when it was federally funded and there was there was money to really get out there and work in in communities that
1:13:08
was the minority services coordinator for the Los Angeles County Library organizing programming and and
1:13:17
um Outreach with uh 91 different libraries in L.A County so I've had a a
1:13:24
breadth of experience I've also lectured in library schools and uh being a professional storyteller
1:13:35
I had written out my my notes um I'll typed them up
1:13:40
uh and it's surprising how some so many of the comments that I
1:13:48
intended to make um coincide with what has been said before
1:13:53
in the interest of time I'm going to read parts of this
1:13:59
um document so that uh we can get to the question and answer discussion
1:14:05
what I wanted to say was that people coming out of Library school today
1:14:12
library and information Professionals in 2023 are entering a world of complexity

1:14:19
especially as it applies to the subjects of diversity equity and inclusion
1:14:25
the American Library Association has advanced from an organization which held
1:14:30
conferences and Facilities where African Americans were not welcome to [Music]
1:14:36
an entity now which advocates
1:14:42
diversity equity and inclusion despite this progress many critical
1:14:50
issues remain unsolved and require continued
1:14:56
actions and Lasting resolutions currently minorities seek roads to
1:15:03
advancement within a profession where their representation is approximately 10 percent
1:15:12
not enough censorship challenges directed towards
1:15:18
schools and libraries to exclude books and visuals by and about marginalized
1:15:23
communities are increasing
1:15:28
when you think of these large matters
1:15:33
how does a person begin in this profession
1:15:40
and I wanted it to a zero in on a few practical suggestions some of them overlap with
1:15:48
what has been said before but they borrow they they need to be
1:15:53
repeated one of the things that uh the speaker talked about was a studying your job
1:16:01
description to determine whether the the work demands include elements of your
1:16:07
interests and your passion remember work takes up
1:16:14
approximately half of our lives and we need to have within that work
1:16:22
process some opportunities to zero in on our own goals and Passions
1:16:33
within the sign within the context of the of the job and the demands of the
1:16:38
job the descriptions of the job remember to set your own personal goals
1:16:48
someone has mentioned before and I think Kelvin and others uh agreed that there's
1:16:54
power in to gain by connecting with and participating in Professional Organization
1:17:00
the ethnic caucuses of cultural groups can provide immeasurable support
1:17:08
now the issues facing each group will differ but many will be General such as censorship
1:17:19
our speaker also asked of us something that is very important and that is
1:17:27

try before you take a position to learn about the culture of the organization

1:17:34

well for which you may be working authorities are in key positions how

1:17:40

does the does the library present itself to the community visit the site and observe the Ambient

1:17:47

Energy of daily proceedings and I wanted to add one very important

1:17:54

thing and that is if you can get a copy of the budget

1:18:01

the budget more than any document and anything you can view

1:18:07

gives you [Music] an idea of the commitments of the

1:18:13

organization that uh with which you plan to join and if you can possibly do it

1:18:18

take a look at it you'll see where the main money goes and you'll see where minorities attacked

1:18:27

on at the end of the budget in questionable attainable

1:18:32

um uh positions that are are may or may not be funded

1:18:38

own a new job you have some responsibilities as well and that is to

1:18:43

introduce yourself to the staff they're going to be looking at you particularly if you're a minority

1:18:50

um with with questioning eyes and don't

1:18:55

forget the non-professionals be equally congenial at all levels

1:19:03

because staff support is critical to success

1:19:09

some of those non-professionals may even be your entry into a community a

1:19:16

marginalized Community which you wish to to access

1:19:22

now one of the mistakes that new in librarians make is when they enter

1:19:28

an organization they

1:19:36

do not make proper contact with the on-site

1:19:43

professionals these people are not your enemy but they do not

1:19:51

wish to have someone come in and

1:19:57

know it all these people also have insights into the

1:20:03

organization that you need so measure your approaches carefully

1:20:10

to the staff on site

1:20:15

and recognize their expertise there may be times down the road when

1:20:21

you there will be competition but it should not surface during your

1:20:26
early entry into the profession minority professionals can bolster
1:20:33
knowledge about bear barriers to overcoming uh the the
1:20:42
barriers that they will face as they enter the profession by reading some of
1:20:49
the materials that have been written by by minority professionals there's the EJ
1:20:54
Josie's whole series that was written by uh black Librarians those issues still
1:21:01
exist and there are a lot of insights given by
1:21:06
those people who talk about their experiences breaking into the profession
1:21:12
and trying to find their way in a profession uh in which they were
1:21:17
marginalized if you are unfamiliar you start learning
1:21:24
about and connecting with the community that has already been mentioned a simple drive around a walk around the site
1:21:32
um where you may be working will reveal a lot of information and I agree with
1:21:38
the speaker stop in someplace have coffee and chat with the workers on site
1:21:43
and you'll learn a lot about the community and a lot about the attitudes about the place uh where you may be
1:21:51
working you'll make more formal contacts with political Representatives cultural
1:21:57
organizations ethnic museums Galleries and more but that will come later
1:22:04
now regarding Equity the larger question for the day huge issues Loom
1:22:11
what does Library Outreach mean in 2053
1:22:18
the infusion of artificial intelligence is already present
1:22:25
yet we still have large populations still in poverty
1:22:31
literally hungry and starving for information needed to
1:22:36
survive the Cyber tools of artificial intelligence are invading the world of
1:22:44
information faster than most experts imagined a few years ago speaking at the American
1:22:51
Library Association I noted what a futurist had said about libraries that
1:22:57
eventually they would be walls where images could be projected
1:23:04
and a person like Winston Churchill
1:23:10
would answer all queries about himself well that technology is already acted
1:23:17
enough information about people and places has been gathered subrosive so
1:23:23

that Holograms can eerily duplicate a person and be projected placing them
1:23:30
virtually in any setting also in recent weeks the AI Wars to
1:23:37
replace search engines such as Yahoo and Google have advanced
1:23:42
will these developments contribute to the expansion or demise of libraries
1:23:50
who will control or monitor the AI Associates for accuracy and fairness
1:23:58
is aala developing strategies and policies to respond and how does this
1:24:04
affect information access will people and places already in the
1:24:10
margins become invisible I want to tell you a story about one
1:24:17
place where I worked and they had problems with the homeless
1:24:23
people and and others living on the fringes of society
1:24:30
I arrived for a meeting and wrote up on the elevator and found that there was quite a turmoil going on
1:24:37
there were people gathered all around and they were clapping and cheering
1:24:43
and when I moved into the crowd so that I could see what was going on
1:24:51
in the middle of this circle was one of the library records regulars
1:24:57
whom the the guards knew and he was putting his dancing dog
1:25:03
through his exercises and performance roll over Rover jump Rover
1:25:13
at the cloud crowd would clap clap clap
1:25:20
but there was no dog the dog was invisible
1:25:27
it was indeed a virtual dog
1:25:32
the serious question becomes will libraries continue to exist for the public good keeping facts about human
1:25:40
existence from becoming invisible or will artificial intelligence and the age
1:25:47
of robotics transpose humans into dancing dogs
1:25:53
commanded by corporate Creed thank you
1:26:01
thank you Miss Vinnie I hope not but I'm sure that day is coming I hope it won't
1:26:08
completely replace us maybe it'll I'll be out there with it out there on that oh thank you so much
1:26:15
yeah we'll see uh okay um Miss Stephanie bring us up
1:26:27
thank you Wanda and good morning everyone my name is Stephanie brasley
1:26:33
and I am the dean of the University Library at California State University

1:26:40
Dominguez Hills and I am delighted to participate and to contribute to these
1:26:47
important things I appreciate all the
1:26:52
comments that our previous speakers have said and also to Benny for setting and
1:27:01
historical backdrop for the current um Dei or EDI work that is going on
1:27:10
and I'm going to be adding to the list that has already
1:27:15
been talked about of things that professionals can do but
1:27:21
I would like to focus my comments on avenues that Foster and Ensure
1:27:27
Dei and that new library and information professionals will need to thrive
1:27:34
I'm approaching this in two ways from a collective and an
1:27:41
individual perspective so first I want to discuss some essential approaches
1:27:48
taken by academic libraries collectively to
1:27:54
advance and support diversity equity and inclusion and then touch on some of the
1:28:00
newer Innovative efforts being undertaken by libraries to engender
1:28:05
equity and inclusion and then secondly I would like to speak to what
1:28:11
new information professionals might consider individually as they strive to
1:28:18
understand the culture around diversity ethnic uh diversity equity and inclusion
1:28:25
in their new positions and then how they can prepare themselves to thrive in
1:28:30
these situations that they encounter I I do want to acknowledge upfront that
1:28:39
I have as many questions as I do suggestions for making a successful entry into the
1:28:46
profession but first let me um speak collectively about
1:28:52
some of the traditional activities that academic libraries and others have
1:29:00
undertaken concerning um diversity equity and acute inclusion
1:29:06
and for brevity I'm just going to say Dei um but this work has traditionally over
1:29:14
the past two two and a half decades centered around recruitment efforts that
1:29:21
have included programs for professionals support staff to encourage those working
1:29:27
in libraries to pursue the degree and also post mil Lis academic Library
1:29:36
residency programs which Michael covered um very well
1:29:42

because many managers and libraries focus on numbers

1:29:47

there's been much less emphasis on retention which is inextricably aligned with

1:29:55

inclusion and equity and that's why I was so happy to um hear Elena's excellent remarks on

1:30:05

inclusion earlier in our program today at some libraries work has been done to

1:30:12

make recruitment ads more welcoming and to expand where they are they Place

1:30:19

their position announcements when I was at UCLA we had a task force

1:30:24

that focused on changing language to be more generic sorry y'all generic

1:30:33

haven't had my coffee this morning so that people with transferable skills

1:30:38

would be eligible to apply also mentoring programs as I believe it

1:30:47

was Kelvin who mentioned those for early career Librarians and professional

1:30:52

support staff have been one way of

1:30:58

promoting DEI in terms of Library instruction and

1:31:04

information literacy the traditional efforts

1:31:09

emphasized more inclusion of different groups perspectives and lived

1:31:17

experiences when teaching information literacy Concepts so for example

1:31:23

um when teaching some of the acrl information literacy standards which

1:31:29

later evolved into the greatly improved information literacy framework Librarians would be sensitive to using

1:31:37

examples from different groups or identities whether they be

1:31:45

racial ethnic gender oriented or LGT

1:31:50

lgbtq members in order to highlight diversity

1:31:58

um also um there were some good things done with respect to cataloging

1:32:06

classification and um archives and special collections so

1:32:12

in terms of cataloging uh Sanford Berman was a Trailblazer in promoting

1:32:17

alternative viewpoints in librarianship particularly as a Critic of biased

1:32:23

headings in the LC subject headings the Library of Congress subject headings in the early 21st century there weren't

1:32:30

huge waves of changes in terms of how archivists approached the lens through

1:32:37

which they determine items of importance in collections particularly when they

1:32:43

were looking at collections of people of color the teachings and LIS programs

1:32:49
were centered around Western knowledge and ways of knowing
1:32:56
however in recent years there have been exciting and impactful changes in
1:33:04
um the Lis field that has been influenced by
1:33:11
um Dei um and I have really been
1:33:17
revitalized by the body of literature that has emerged
1:33:24
um in Lis that shines a critical lens on the way that libraries and information
1:33:30
professionals approach this work so this is really an exciting time so I'd like
1:33:36
to mention a few of these transformational and as Wanda and Kelvin
1:33:42
were uh also speaking to intentional approaches to try to promote
1:33:50
diversity equity and inclusion in our libraries so with respect to Recruitment
1:33:56
and hiring there have been some great new ideas to promote hiring that focus
1:34:01
on high empathy inclusive improach approaches uh this semester my library
1:34:08
team is reading a case study
1:34:13
um from Grand Valley uh University's Library called a journey to hiring with heart
1:34:22
and the edited work implementing excellence in diversity equity and inclusion a handbook for
1:34:30
academic libraries that was published last year they have some great ideas
1:34:35
that include reframing job description language to avoid
1:34:42
um implicit bias they also practiced empathy with transparency and
1:34:50
communication about their hiring process there have been several suggestions
1:34:56
about um reviewing and unpacking job
1:35:02
descriptions job announcements and some of the recommendations that we hope
1:35:08
to implement in our library are notifying unqualified candidates as soon
1:35:14
as possible instead of waiting until the very end of this process
1:35:20
um sometimes it academic librarian positions can take anywhere from two to five months and SO
1:35:28
waiting until the end increases people's anxiety so by telling them very soon in
1:35:36
the process it increases um respect for the applicant's time also sending messages to the remaining
1:35:45
pool of candidates in a timely fashion to let them know that
1:35:51

they do that they are remaining in the pool and to look for next steps
1:35:56
during the interview process we're going to try to provide more information about
1:36:03
the process itself and the people involved so at Grand Valley they
1:36:10
um provided candidates the names and a brief bio of committee members and they
1:36:16
had an invitation from the chair to reach out if they had more
1:36:22
um questions and a list of the library's core workplace principles
1:36:30
um there is also um expanding your reach
1:36:37
in terms of promoting like on Twitter and attending conferences that focus on
1:36:43
bypoc librarians in California we have good weather but
1:36:49
is it it is an expensive place to live so I saw
1:36:55
um something that UNLV had done um which was making a lib guide that
1:37:02
addressed issues around cost of living living and some uh Affinity
1:37:09
organizations and um a guide to Las Vegas and places to go
1:37:16
so um we're going to try to do something uh
1:37:22
about that as well in um
1:37:28
margins of of um oh no I don't want to mention that book
1:37:35
yet um the other thing that has been very good in in recent years is this
1:37:43
um elevation of The Narrative of people of colors lived experiences
1:37:51
so the marginalized voices and lived experiences of Lis Professionals of
1:37:59
color have been elevated extensively in recent
1:38:04
web uh webinars podcasts articles and books for example
1:38:12
the um pushing the margins women of color and intersectionality in Lis that
1:38:20
is edited by Rose Chu and Annie foe has a wealth of narratives about experiences
1:38:28
of women of color and Lis and it's grounded in
1:38:34
um critical race Theory black feminism and intersectionality studies also Maria
1:38:42
arcardi's edited work that's entitled the feminist reference desk and feminist
1:38:49
pedagogy for Library instruction also utilizes feminist pedagogy theory that
1:38:57
interrogates the hierarchical structures

1:39:02
and helps us to look at bypoc experiences when working both at the
1:39:08
reference desk and also engaging in instruction
1:39:14
another great um I think um transformative and galvanizing
1:39:21
movement movement for diversity equity and and inclusion in
1:39:28
recent Lis history has been the focus on critical theory
1:39:34
um as seen in um work on critical librarianship
1:39:41
um critical Library pedagogy and feminist pedagogy so
1:39:48
in the introduction to critical Library pedagogy
1:39:55
um unedited work by trying I don't remember
1:40:01
pagowski and McElroy James elmborg who is a
1:40:08
a seminal author on um many things in library and
1:40:13
information science and also information literacy he provides a beef a brief
1:40:19
background in that work of critical theory saying that in essence
1:40:25
this critical Library pedagogy and critical theory was born in
1:40:31
the social sciences as an alternative to empiricism and analytical approaches to
1:40:38
knowledge production and critical literary a library pedagogy
1:40:44
for libraries is part of this whole evolution of how we look at information
1:40:51
information literacy I'm excited about this next step in the maturation uh of
1:40:58
information literacy because as a former information literacy coordinator I am
1:41:05
glad to see the growth um be behind
1:41:11
um critical Library pedagogy because it or pedagogy I keep saying that
1:41:16
interchangeably because it reframes instruction in terms of looking at ways
1:41:23
to dismantle oppression and hierarchies and to reduce redis
1:41:31
distribute power in the classroom for me it extends the notion of the
1:41:39
value of constructive vision is instructive Vision um placing librarian instructors not
1:41:46
only as facilitators or guides but also as proactive interrogators of the
1:41:53
traditional ways that we have taught and planned instruction so there are a lot
1:42:00

of books now that help us to digest and understand how to do this another theory

1:42:07

discussed in the literature is feminist pedagogy again Maria accardi's edited

1:42:14

work entitled the feminist reference desk and feminist pedagogy for Library

1:42:20

instruction utilizes feminist pedagogy theory that

1:42:26

interrogates the hierarchical structures to look at bipoc experiences when working both at the reference desk

1:42:33

that's one book and then also engaging um instruction

1:42:39

critical librarianship is another concept that addresses equity and

1:42:46

inclusion by shining a critical light on the roles that libraries and information

1:42:52

professionals play in supporting and maintaining systems of a of Oppression

1:43:00

even either consciously or unconsciously

1:43:06

um so for those of you who are passionate about pursuing a position that enables you to teach this is very

1:43:14

exciting I recommend some of the writings of Gretchen Kier k-e-e-r

1:43:20

concerning critical pedagogy and information literacy

1:43:27

um critical archival studies and um have also

1:43:34

taken a major step forward and benefiting from these critical

1:43:39

theories especially when you look at Community archives work there have been

1:43:45

intentional and proactive efforts to refrain the way that archivists decide

1:43:50

which is valuable what they're doing now is there is a lot more collaboration and

1:43:56

communication with the groups of color that these collections um

1:44:02

are intended and so that helps and

1:44:08

providing more understanding about a group's culture

1:44:14

and then finally in terms of Library collection services and practices

1:44:19

another great thing that is being done in which we did at our library and

1:44:25

Calvin Kelvin also mentioned our Dei audits some add a for accessibility or J

1:44:32

for justice but these are positive steps in critically reviewing collection services

1:44:39

staff and policies we had Dr Kawana bright at East Carolina University's

1:44:47

um library and information Science Program could conduct our audit and it has been

1:44:54

really fabulous and we're working on her road map so now I want to very quickly switch

1:45:00
gears and talk a few moments uh about the importance of culture self-care
1:45:06
cultural taxation agency and um self advocacy so as a new professional I
1:45:14
offer these items for your consideration as you embark on a job as a new professional
1:45:19
first is culture there is a saying that culture Trump's strategy and that change
1:45:27
proceeds at uh and at the Speed Of Trust so
1:45:34
I suggest that you take some time to do an environmental assessment of
1:45:40
your culture of the library the subcultures find out who The Gatekeepers
1:45:45
and influencers are as you embark on your new position and also aligned with
1:45:51
culture is the idea of self-advocacy and seeing where in the organization their
1:46:00
opportunities for you to exercise agency to enable you to have both
1:46:08
additional power and resources to help you fulfill your professional goals and
1:46:15
then after you have a sense of culture you can discern opportunities to contribute in those areas
1:46:23
white Librarians can also continue this work with allyship and with continuing
1:46:30
efforts to understand and contribute to dismantling racism when taking on a new position
1:46:38
you want to do your best and you're motivated to learn but this is where self-care and recognition of cultural
1:46:45
taxation comes in I would caution self-care
1:46:50
setting some minimal boundaries and prioritizing what you do to avoid
1:46:55
burnout cultural uh taxation is another area for people of color
1:47:02
as people with cultural knowledge others can often feel like they can call on you
1:47:09
whenever there is something dealing with these Dei issues
1:47:14
and you want to be helpful but you need to also know your priorities some academic
1:47:21
libraries have Librarians as faculty and you have to go through the reappointment tenure and promotion process and you
1:47:29
want to be success successful in that but if you if your time and energy is distracted from all these other things
1:47:35
that can be a problem also some of you might have heard of phobosi etar's um
1:47:42
coining of vocational awe and her writings on that so you don't want to
1:47:49
get into some of these traps that Lis Professionals of color can run into if
1:47:55
these things aren't considered imposter syndrome and deficit mindsets
1:48:02

um I encourage you to be careful of that you know imposter syndrome just
1:48:08
basically refers to people and often this happens more to women and women of
1:48:13
color um where you doubt your accomplishments you you have feelings of self-doubt and
1:48:21
personal incompetence despite your ex education your experience and all of
1:48:27
your accomplishments so you know sometimes it might make you feel like you're compelled to to work harder and
1:48:36
to meet and possibly high standards that you set for yourself so yesterday I
1:48:42
attended a good webinar on imposter syndrome if you feel like this is becoming you you should look into some
1:48:50
of the writings on that and be a change agent not everybody
1:48:55
needs to be a change agent but if you are one that
1:49:00
um considers your environment and you want to see
1:49:06
change there's always leading at the Grassroots level
1:49:12
you know they talk about me leading from the middle but it's not always having to
1:49:17
be in a position where you are leading
1:49:22
and then finally I would say continue learning as Dominique mentioned it is
1:49:28
important to keep abreast of Trends and as I said there are so many books and
1:49:35
articles and webinars um I've attended some of the um webinars
1:49:40
that Elena at the aserl have produced
1:49:46
and that continual learning keeps you fresh and keeps you motivated
1:49:51
thanks thank you Stephanie thank you for uh
1:49:58
ending on that note about attending webinars because we really want to thank everyone who joined us today and I thank
1:50:06
each and every one of your presenters for uh shedding um what I would cook consider to be
1:50:13
instrumental steps to move our students our recent graduates are new to
1:50:20
profession all of us forward uh do we have some questions we have just a couple minutes but do we have a time for
1:50:27
some questions certainly um let's see
1:50:34
well we also have a job opportunity from shoshana if you want to put that in the
1:50:40
uh or Alfredo if you could put that in the chat that's that's great um did have a question about Miss
1:50:46
Bradley's book list so if we uh we will be posting this in the I Library as well
1:50:51
so um uh but Stephanie I think uh if we if you could include some of your titles

1:50:57
that would be great there's another question about the feminist pedagogy book
1:51:03
um the title if maybe you can drop that in the uh chat as well and there is a
1:51:08
question for Kelvin but I think Kelvin had to go to another meeting uh regarding quarterly new employee
1:51:14
roundtables um question from Sylvia is do you share the conversation notes outcomes topics
1:51:21
with the rest of the library or perhaps just keep them to your uh to just the
1:51:26
attendees and I don't know if anyone can speak to maybe uh something like that
1:51:33
um Wanda panel thoughts on that about whether you would keep the notes
1:51:39
to yourself or share them out exactly I guess I would share them out unless
1:51:45
they you know unless they ask that we keep this in confidence I probably
1:51:51
shared I I think if you start where you start out sharing the minutes of the
1:51:57
sessions it'll do one or two things it'll make more people want to come and be a part of the conversation or it will
1:52:05
shut it down you know so like if something is said they don't want so establishing all
1:52:11
those ground rules up front should should do it but I think that's a question we want to ask Kevin about
1:52:17
whether he shares it or does it not because it was for people who had been to the organization
1:52:23
in the last one to three years exactly right yeah new employees
1:52:29
so that could be interesting that's an interesting approach good question
1:52:35
um Benny uh did you want to provide any summation um and I know we were kind of going back
1:52:40
and forth as far as who would summarize but I don't know Benny if you have any final thoughts for us and then okay uh
1:52:47
um I'll be happy to reflect on uh what's been said today I don't know
1:52:52
about uh Kevin's um um a new program where he but it sounds
1:52:58
very interesting I think if uh I I agree with Wanda that if it were my program I
1:53:05
would share it because some of the employees who've been around for a long time may have been holding some of those
1:53:12
same issues uh you know in their my hearts and um would be interested in in
1:53:19
finding resolution to it so um if it were my program but I I'm not familiar
1:53:25
with enough with it um and and I want to say uh that that as
1:53:30
an elder Elder and um a hip shaking Storyteller former librarian and Library
1:53:36
School lecturer I am really proud to be part of this and I I'm proud of our
1:53:42

speakers and the wealth of information that they've provided for us it's been a
1:53:47
a very very interesting and successful morning Elena let us out uh by by giving
1:53:54
us the guidelines for an inclusive uh workplace and understanding what that
1:53:59
means and um Michael um gave us some information about a
1:54:05
long-term program and emphasize that um if you're going to have a commitment
1:54:12
to diversity you have to to think about it on a long-term basis and you have to
1:54:17
make a big commitment to it Kelvin um talked about mentorship which is
1:54:23
extremely important and I think I re-emphasize that that uh you should
1:54:28
talk to your um your compatriots um not only the ones who are part of
1:54:34
your culture but those who sympathize with you um as well from other cultures because
1:54:40
you you there's learning from from other culture uh experiences
1:54:47
um Dominique was was really uh pleading
1:54:52
with us to um share information with students to
1:54:57
to prepare them to get them ready to uh to face some of the issues that are
1:55:03
going to be facing them when they get out into the community and um and helping them to understand
1:55:11
um what a commitment to diversity equity and and inclusion really means
1:55:18
um I am interjected some questions about where
1:55:24
we're going to go in in the future along with a little bit of um of information
1:55:30
about the past uh it's it's too bad that we're bringing into 23-23 a lot of those
1:55:37
residual prejudices and um and racial biases that existed in the
1:55:42
past and uh in my own experience I think we also have to consider that we are
1:55:48
ambassadors for our ethnic group I've always considered myself an ambassador
1:55:54
for african-ness whatever your ethnic group is of or your passion is consider
1:56:00
yourself an ambassador um for that and Stephanie Stephanie just
1:56:05
gave us all of so much information about where we can find
1:56:12
written instructions for moving ahead uh to help the the the profession
1:56:19
progressed uh toward more diversity um and and equity and inclusion and my
1:56:27
final statement is the next steps will require professionals on all levels

1:56:32
including Library education and organized activities addressing
1:56:37
services to step up and become part of the The Fray
1:56:43
be active participate in processes which help push the profession forward
1:56:50
toward more diversity and our inclusion
1:56:55
remember what marginalized means marginalized means
1:57:02
living existing and surviving in the margins of the story
1:57:10
power lies with those who control the narrative
1:57:16
the goal of diversity equity and inclusion is to bring
1:57:24
information and
1:57:29
accomplishments of those who have existed into the mo in
1:57:35
the margins in to the main narrative and making them
1:57:42
an essential part of the action the progress of humanity is at stake and
1:57:50
thank you so again so much for including me thank you so much Benny that was a
1:57:55
wonderful summation uh Wanda did you have any final thoughts and then I've got a few questions she wrapped it up
1:58:00
very nicely put a bow on it very well thank you so much I just want to say
1:58:06
thank you and I did ask participants at the beginning to take notes and decide
1:58:12
what area you were going to go forth in I hope you've done that I hope you've
1:58:17
got some pointers to take you forward Anthony thanks for having us all here today absolutely Wanda and I just want
1:58:24
to thank uh let's give the panel a loud Round of Applause I guess emoticons or whatever you want to do thank you for
1:58:31
your time I'm always humbled by the collective wisdom expertise and
1:58:36
Excellence of our speakers so thank you so much I also want to thank our co-sponsor of the event the California
1:58:41
Librarians Black Caucus uh we are going to drop uh their membership link there
1:58:47
so Fred if you could do that for me I appreciate it so feel free to support uh clbc and and also join
1:58:55
um their organization I also want to thank our hard-working and dedicated staff so Vivian zuo our events
1:59:01
coordinator Alfredo alcantar canvas administrator and zoom Guru Yori
1:59:07
tokunaga our EDI student writer Steve hargiton with Library 2.0 and Nicole
1:59:13
purviance our director of marketing for all of the work that they did to make this a success and this is an example of
1:59:20

my and our commitment to EDI something that UNCG Chancellor Gilliam told me

1:59:25

long time ago when I posed a question to him as faculty Senate chair what can I do what can we do as a faculty that best

1:59:33

support EDI and he said said just do something Anthony do something to help

1:59:38

it's an important message for us all and Michael I'm sorry if you've left already but I want to thank you for your kind

1:59:44

comments and I miss all of you guys in North Carolina and UNCG very much finally uh our full transcript and

1:59:51

recording of uh and summary of today will be in our new EDI I library and and

1:59:57

Alfredo is going to drop that uh in the chat as well and also please subscribe to our EDI YouTube channel uh because we

2:00:05

have a lot of wonderful things coming up so we have women in information coming up in March to celebrate women's

2:00:11

heritage month we also have Deaf culture and community and also Asian American

2:00:16

native Hawaiian Pacific Islander symposiums coming up in April also join Benny for our celebration of Juneteenth

2:00:24

day over the summer she will be back to enthrall us with her stories uh and her

2:00:29

wisdom and then a final note in order to support EDI as we have said many times today day please allocate time and

2:00:36

resources at doing the hard work to make it a reality in your respective environments it is not easy at all but

2:00:43

well worth the effort to attain a higher level being together foresaw anyway

2:00:49

thanks again for joining us again all of this will be posted online including the slide decks have a wonderful day thank

2:00:57

you thank you thanks everybody