

NDLA Water Cooler Chat: Inclusive Workplace Strategies

Discussion Notes

1. What kinds of PD are you thinking about going into the fall? Have you taken any good EDI courses / watched any webinars lately?
 1. [School Library Journal](#)
 2. [Library Juice Academy](#)
 3. Personal reading:
 - i. [Uncomfortable Conversations with a Black Man \(Acho\)](#)
 4. Training from ND Human Rights Coalition? <https://www.ndhrc.org/resources/>
2. Equity audits as part of professional practice?
3. How are you conveying to job applicants that you prioritize diversity, equity, and inclusion in your workplace?

Ex. The Chester Fritz Library includes the following statement in all our job ads:

- *The Chester Fritz Library strives to create an accessible and inclusive workplace. We are committed to working with and providing reasonable accommodation to job applicants who may require provisions to participate in the recruitment, selection and/or assessment processes, as well as to perform essential job functions.*
4. Does your workplace include EDI in its staff evaluation/development procedures?
 5. How does accessibility figure into your space planning and furniture purchases? (ex. Sit stand stations, accessible door handles)

Additional Resources

- <https://editoolkit.shu.ac.uk/wp-content/uploads/2022/04/2.-How-to-ensure-you-embed-EDI-when-advertising-a-job-role-2.pdf>
- <https://careerservices.wayne.edu/readiness/competencies>
- https://www.oregon.gov/Library/libraries/Documents/OLA%20EDI%20Toolkit/OLA_TOOLKIT_Digital_Copy%202021_02_11.pdf