

Equity, Diversity, Inclusion

May 2019

What do you do when a Big Bro/Big Sis like paid program isn't following your library's policies?
And what if your staff just wants to just kick them out?

- State expectations, ask them to fix, ask them to leave
- Get on same page with all staff so you all do the same thing
- "I'm asking you to leave for the day but you are welcome to try again tomorrow"

Has anyone done a diversity audit?

GRPL and KDL have

What are you doing for EDI at your library?

- Let's talk about race in storytime--take out to community
Use the Let's Talk about Race talking points
- Celebrating differences
- Kids who are 4 gravitate towards playmates of the same race
- Story time books match your community
- 4th grade challenge for reading diverse books

Resources: Lee & Low publisher, We Need Diverse Books, Anne Heidemann's presentation from Spring Institute

Children's librarians are great at pushing social justice and it will bleed into other areas of the library.

While race is important, gender is also an issue. esterling@grpl.org for EDI lists
Ypsilanti library has great booklists for social justice

How do you deal with an administration who is ambivalent?

- A little change to prove your point--rename Princess and Pirates to Splashbuckle and Sparkle party
- Ask questions
- Add to strategic plan