

9:10am - 10:20am - Room 205 JRCB
Keynote Speech & Q&A: Inclusive Outreach Matters

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<https://library.stanford.edu/people/felicias>

JEDI--justice, equity, diversity, inclusion

Inclusion and diversity are not the same thing.
Diversity can be measured; inclusion can not be measured; it is a feeling and a mindset

Inclusion creates an environment where differences are celebrated.

Start with an environmental scan to see where the gaps are.

Be authentic when you research out.

Strategic planning--what internal tools do you have that help with this?

Evaluation is key!

My Change Affirmation Activity

-But I want to change

-Now I can change

-I know I will change for the better, starting now!

Underrepresented Student School Program - Paid Summer Internships

- First-generation
- Supervisors
 - \$15/hour for 20 hours/week = \$300/week for 6 weeks = \$1,800

Most popular activities:

Virtual Human Interaction Lab
Laser Tag
Motivational Speakers
Softwares

First-Generation and/or Low-Income (FLI) Students

- Famous 1st generation students
- More engaged
- National First Generation Day (November 8th) Photo Project
 - Like a Lamp...
 - <https://exhibits.lib.vt.edu/first-gen/>
 - Librarians are fountains of information - outreach by fountain
 - De-stress Fest with therapy dogs

KNOW Systemic Racism (KSR) Project

<https://guides.library.stanford.edu/SystemicRacismTracker>

<https://sites.google.com/stanford.edu/knowsystemicracism/learn>

- Say their names, know their names
- Focus on housing and policing, expand from there
- Partner with community colleges
- Exhibit spread and translated into multiple languages
- JEDI Fair
- Any event has a “request disability assistance” link
- Invite student groups to create library displays during national observance months
- Students, staff and faculty of color may feel unsafe

Question to ask...

- Why does it matter that librarians are inclusive in their outreach?

DEI Dance Analogy

Diversity - invited to the dance

Inclusion - asked to dance

Equity - space to dance

Belonging - choosing the dance music

Outreach charades - don't tell me, show me!

Diversity is something a company or employer can keep stats on or can monitor

Diversity tends to focus on differences between people

Inclusion can be described as creating an environment where businesses can include all

Compose a measurable set of objectives, what are you trying to accomplish

What are you already doing

Who is the best person to build authentic relationships with others you want to reach out to

What internal tools exist solely for promoting equity, not as an after thought

How can your organization develop sustainable durable solutions

Her aim is to highlight communities that too often systematically devalued resulting in underrepresentation

Lack of inclusion matters, change it

Amplify voices that have been previously silenced, make the unseen seen

She worked on adding to Second life avatars in a wheelchair and asked them to navigate their campus

Don't Come to Class Naked billboard, seems funny now that with zoom we could do that

Incarcerated Juveniles, My book chapter, Literacy program, bk by her, Libraries as Community Partners, by Felicia Smith—available through ILL

Juvenile Jail, even the library books were locked up, tried using Kindles there to see if they liked that better or books better, Outreach to Inmates: Kindles in Kiddie Jail, heard this term at a law school, shorthand term, study for 2 years

Majority preferred kindle to print book because of built in dictionary and speech to text to hear how to pronounce words; Some of the kids in books are like me; When we read diaries, it hits close to home; Made me hopeful because others made it out of the ghetto

Had them fill out a form Change Affirmation Activity

They didn't need to share answers, just for them to use, but most wanted to share

Every year for her birthday, she goes out of the country, what do you do

Cybrarian Extraordinaire, Compelling information literacy instruction, another bk by Felicia Smith

Underrepresented Minority HS students, paid summer internships Jun-Aug

For first generation college students of low-income families and member of underrepresented minority groups, there was no library in their hs, paid job experience and expose to key aspects of college life and show crucial role of libraries in student success,

Hired a student liaison to work with interns, that helped interns share their challenges, like no parking, \$40 to park, grandma dropping off and running out of gas, walking 5 miles there and 5 miles back to participate, shared with liaison and they passed it along to change things

Book chapter about Paid Internships Programs, Loving Libraries, she created, minimum requirements with flexibility, 16 yrs old, completed freshman year of high school, college bound, preference if accepted at their college, two students continued to work for libraries during college school year, took them to lunch once a week, they don't need to pay for food, professional development once a week

Sample jobs, not just cleaning shelves, inventory items in tech dept, inventory manuscript and archival collections, serials preservation, enrichment activities work on social skills, presentation software skills, info literacy, workshops, library databases, online catalogs, weekly training sessions, professionalism, overall etiquette, social media visibility, proper business attire, exposure to wide variety of career options during tours of campus dept, establish networks at college library before starting school
Care about the outreach you are doing

Work hard, play hard, reward for hard work, go on field trips, have fun and build relationships with coworkers, Virtual Human Interaction Lab, VR, on Stanford campus; off campus activity, Laser TAG was popular, more complicated, travel consent forms; at end of internship, created a final presentation with skills they learned; they also enjoyed motivational guest speakers & intro to college computer software

Lift up others as you climb, Give back to move us all forward, Famous 1st generation graduates like Michelle Obama, Oprah Winfrey, Michelle Kwan, Samuel Jackson, Jimmy Carter,

Nov 8, national 1st generation day, FLI faces exhibit like elevator speech

Librarians: Fountains of Information, set up a booth outside by the water fountain, serve lemonade, a de-stress fest, bring service dogs, mini horses, llamas,

Make sure library is inclusive

Why does it matter that libraries are inclusive, Library is the heart of the University/College, have inclusive outreach; Inclusion is being asked to dance, Diversity is being invited to a dance, Equity is how to have space to dance, Belonging is being able to choose the dance music

Choosing books for the juvenile jail, Freedom Writers book, was also a movie, helped her to develop things,

It's okay if you make mistakes, at least people know that you care, Give it a shot, These ideas can apply to all kinds of diversity, LGBTQ+ or people of color, any minority,

She read Facebook's privacy policy and she didn't want to be followed or tracked, she prefers her privacy, so not on social media