



Executive Exchange

Diversity, Equity & Inclusion in Library Management

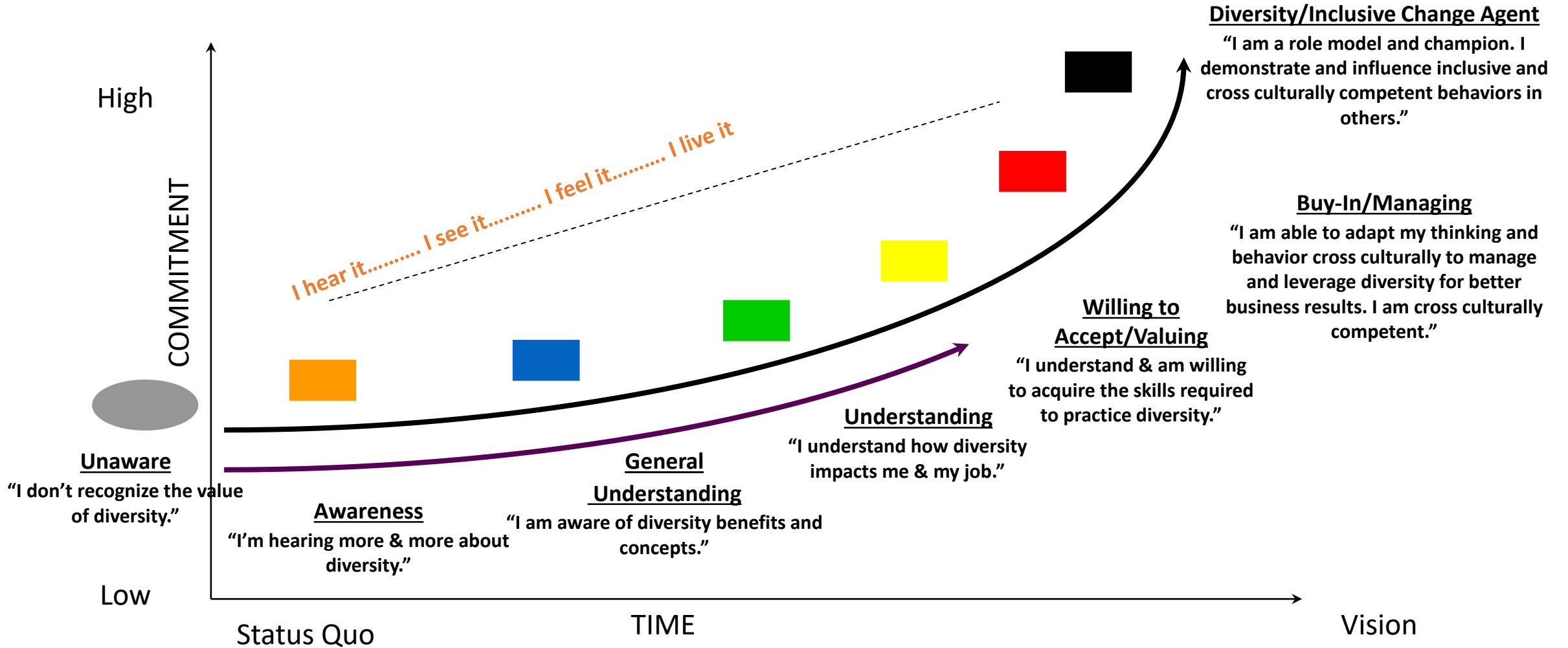
Thursday, October 17, 2019
MLA 2019 Annual Conference

- Speak from your own experiences (not others).
- What is said here stays here; what is learned here leaves here.
- Be fully present: Engage in critical dialogue through conscious questioning and active listening.
- Participate at your own comfort level, but push yourself; the most learning happens when we are a little bit uncomfortable.
- Don't share more than you can carry.
- Notice your own defensive reactions and attempt to use these reactions as entry points for gaining deeper self-knowledge.
- It's ok for us all to be at different places with the things we discuss today.
- Show respect for one another's beliefs, values, and experiences. Strive for humility.

Today, we will:

- Learn about the Evolution of Diversity, Equity & Inclusion
- Define the Key Terms for Diversity, Equity & Inclusion
- Table Discussion & Exercise: Is Your Library Meeting the Needs of a Diverse Community?
- Report Out & Open Discussion on Table Exercise
- Open Forum – Let's Talk!

Evolution of D&I: “The Journey Towards Inclusion”



Spin the Wheel:

Diversity has many moving parts and we are constantly evolving.

We are made-up of many different parts and represent diversity in various forms.



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**Defining the Key Terms for
Diversity, Equity & Inclusion**

Definition:

DIVERSITY - includes all the ways in which people differ, encompassing the different characteristics that make one individual or group different from another. While diversity is often used in reference to race, ethnicity, and gender, we embrace a broader definition of diversity that also includes age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. Our definition also includes diversity of thought: ideas, perspectives, and values. We also recognize that individuals affiliate with multiple identities.

As defined by the Michigan Library Association

Definition:

CULTURE - refers to the system of shared beliefs, values, customs, behaviors, and artifacts that the members of society use to interact with their worlds and with one another.

Definition:

EQUITY - is the fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. Improving equity involves increasing justice and fairness within the procedures and processes of institutions or systems, as well as in their distribution of resources. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society.

As defined by the Michigan Library Association

Definition:

INCLUSION - is the act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people. It's important to note that while an inclusive group is by definition diverse, a diverse group isn't always inclusive. Increasingly, recognition of unconscious or 'implicit bias' helps organizations to be deliberate about addressing issues of inclusivity.

As defined by the Michigan Library Association

EXECUTIVE EXCHANGE: LOOK IN THE MIRROR

Libraries are confronting shifting demographics across Michigan. One of the most difficult aspects of managing a library is making sure that you are still a relevant resource for your community and that you reflect the diversity of your community members. And diversity is not just race - it is imperative for library leadership to create an inclusive environment that is welcoming to everyone, in all areas - race and ethnicity; culture and language; age and generational differences; gender and sexual orientation; neurodivergence and cognitive function; different experiences, types of intelligence, and values.

As the community changes it is imperative that you continue to research these changes, stay informed, and be flexible enough to match the unique life experiences of the people of your community. This Executive Exchange will provide a chance for library leadership to discuss in small group interaction how libraries can keep up with changing demographics and mold services that benefit your organization's decision making and problem-solving processes.

CORE:

Is our deep-rooted CORE values that define us, that make us what we are intrinsically, what people respect us for and which may never change

FLEX:

Is our flexibility, where we can empathize, adapt and change when necessary. It's our ability to adjust and how willing (flexible) we are to get out of our comfort zone.

CORE VS. FLEX

CORE

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10

FLEX

TABLE EXERCISE

- Please breakout into groups of 10 (ten)
- Using your worksheet, discuss with others your journey and theirs as it relates to Diversity, Equity & Inclusion
- Take notes (recording points of interest and impact items – what will you walk away with today)
- Be mindful of the 80/20 Rule: Listen 80% of the time and speak 20% of the time

TABLE DISCUSSION

- Who are the communities you are serving? Is your team reflective of these communities?
- Who is being overlooked/missed or what marginalized group is not represented in your library community?
- Is your library truly inclusive? Would others say you are Welcoming & Affirming?
- Do you have a DE&I strategy in-place to better serve your communities, does this include a sustainability plan?

REPORT OUT

- What did you discover during the conversation?
- Are you doing a Great, Good, Fair or Poor job when it comes to DE&I? Did you find room for improvement?
- What are two Impact/Action items you want to walk-away with today?
- Do you have a DE&I strategy in-place to better serve your communities, does this include a sustainability plan?



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Closing Remarks

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