Promoting Diversity Without Making Waves

Small Changes to Better Serve Marginalized Communities
Why Stealth?

Definition: cautious and surreptitious action or movement

Photo credit: https://mymodernmet.com/gummy-bear-genetics/
Mollie Beaumont she/her/hers ella/la

Children’s Librarian

Walled Lake City Library

Native Americans of the Potawatomi and Algonquian tribes originally settled this region.

MLIS

University Wisconsin Milwaukee 2014

Indigenous groups such as the Potawatomi, Ojibwe, Odawa (Ottawa), Fox, Ho-Chunk, Menominee, Sauk, and Oneida have all called Milwaukee their home.
Lived Experiences – always learning more

Graduation Day

Wedding Day
Latino/a/e/x v Hispanic

Latino/a/e/x from Latin America

Hispanic from Spanish speaking country

Can be interchangeable from person to person, but not for groups of people

Photo credit: https://remexela.com/culture/latinx-latine-comic/
Marginalized Community Statistics in the US

Asian Americans: comprised almost 7 percent of the total U.S. population.

Black Americans: About 14% of the national population said they were Black in 2019, up from 13% who did so in 2000.

Americans with a disability: 26%, or \( \frac{1}{4} \), have some type of disability; 13.7% with mobility

Hispanic/Latine Americans: 18.4% of the U.S. total population. In 2019, among Hispanic subgroups, Mexicans ranked as the largest at 61.4 percent.

Indigenous Americans: there are currently 574 federally recognized tribes and comprise 1.7 percent of the total U.S. population.

LGBTAIA+ Americans: at least 20 million adults in the United States could be lesbian, gay, bisexual, or transgender - nearly 8% of the total adult population, almost double prior estimates for the LGBTQ+ community’s size.
Walled Lake City Library Service Area

Races in Walled Lake, MI (2019)

- White alone: 81.6% (5,876)
- Black alone: 8.2% (588)
- Hispanic: 4.1% (295)
- Two or more races: 3.2% (227)
- Asian alone: 1.8% (127)
- American Indian alone: 0.6% (42)

Photo credit: https://www.city-data.com/zips/48390.html
Objectives

In this session you’ll learn how to

- Create inclusive displays
- Build & promote a more diverse collection
- Create programming to reach marginalized community members
Create inclusive displays

Photo credit:
https://twitter.com/bobsburgersfox/status/1075792089743338048
Flyers and Signage

Learn your community by driving around the area.

Country of origin flags

Incorporate pride flags in your color motif (Bob’s Burgers Bi Pride flag on previous slide)

←which flags can you identify?
Social Media

Use diversity in promotional materials
  Pexels has copyright free images—

Reach out to marginalized members directly and invite them to participate.

Avoid digital blackface

Photo Credit:
Book Displays

Monthly displays–use themes that might be overlooked

Incorporate foreign language materials in displays

End-of-shelf displays–be intentional

Mini-displays for programs

Photo credit:
Build & promote a more diverse collection
Build a Diverse Collection

Discover local/self-published authors to include in your collection

Purchase queer content

Ex: Love, Violet is a Valentine’s themed picturebook; however, it should be promoted in the regular collection to reach more folks year round.

Avoid using LGBTQ+ spine labels, or visible metadata

Photo credit:
Free Books!!!!!!!!!!!!!!

Find organizations that give away materials for free/reduced pricing

Great Start Collaborative of Oakland County MI donated materials to our library

Kisa Kids - Islam

PJ Library - Judiasm
Build Inclusive Policies

Policies can be a barrier to building a more diverse collection.

Set budgets to help support your library’s commitment to DEI work.

Photo Credit: https://eaglepasspubliclibrary.org/library-policies-1
Audit Your Collection

Where to start?

From Diversity to Inclusion: How to Audit Your Collection and Why with Kymberlee Powe

Are you using outdated terms/labels?

Ex: Lunar New Year

Photo Credit: https://fromthemixedupfiles.com/diversity-in-mg-lit-13-a-look-at-the-numbers/
Promote a Diverse Collection

*Read* books from diverse authors—You can’t promote what you don’t know

On Instagram? Follow a few Bookstagrammers to learn what to promote. (not a complete list)

@MargieDarcyLongoria
@Contodopress
@ReadRunSea
@Readlikearockstarteaching
@Bookish_Afrolatina
@tomesandtextiles
@just.frijoleraconphd
@havingyoursay

Photo credit: https://margiesmustreads.com/
What to avoid

J. K. Rowling—do you need to keep replacing her work? Maybe

Dr. Seuss (writing as Theo LeSieg) Hooper Humperdink . . . ? Not Him! Nope
Create programming with diversity in mind
Creating programming

Bilingual Storytime

Puppets in storytime

Luna La Loba—Spanish speaking gray wolf

Binx—a non-binary bobcat

Luna and Binx
Get the Ball Rolling

If using a white board for passive programming, use your non-dominant hand to encourage folks to participate.

Walled Lake Coloring Contest

[Image of a coloring contest entry]
Invite guest hosts to come in

Partner with local organizations to take the lead on programs

- Storytime
- Book Clubs
- Crafts
- And more!

Digital signage and social media post
Free Presenters!!!!!!

Las Musas offers FREE virtual sessions with authors—including my all-time favorite, e. E. Charlton-Trujillo.

Reach out to local artists/authors

Photo credit: https://www.lasmusashooks.com/book-club.html
Join Professional Development Groups

Black Caucus of the American Library Association (BCALA)

National Association to Promote Library & Information Services to Latinos and the Spanish Speaking Community (REFORMA)

Rainbow Roundtable

Ethnic & Multicultural Information Exchange Round Table (EMIERT)

Photo Credit: https://www.bcala.org/booklists-resources/resources
Incorporate what we’ve already learned

**Make it more inclusive**
- Highlight marginalized communities/members
- Sprinkle in diversity on promotional materials
- Read books before promoting for book clubs

In-house flyer for BOtM
Appreciation v appropriation

**Appreciation** is when someone seeks to understand and learn about another culture in an effort to broaden their perspective and connect with others cross-culturally.

**Appropriation** on the other hand, is simply taking one aspect of a culture that is not your own and using it for your own personal interest.

Photo credit: https://www.pexels.com/photo/photo-of-woman-wearing-traditional-dress-757828/
Conclusion
Information overload

TLDR: be intentional about adding diversity to displays, collections, and programming

Make a plan on where you want to start

Darla is tired of staring at the computer
Questions

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Hank sighs with relief from the A/C vent
References

https://bookriot.com/queer-bookstagram/

Bookish AfroLatina-https://www.bookishafrolatina.com/blog


Diversity Audit: https://www.youtube.com/watch?v=vzK0dL_QSC0


Lunar New Year: https://www.nj.com/snj_guest_blog/2012/01/its_lunar_new_year_not_chinese.html

https://www.glsen.org/activity/pronouns-guide-glsen#:~:text=Pronouns%20can%20sometimes%20be%20gender%20identity%20but%20not%20always.&text=By%20providing%20an%20opportunity%20for%20is%20based%20on%20appearance.

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https://remezela.com/culture/latinx-latine-comic/

REFORMA: https://www.reforma.org/chapters

BCALA: https://www.bcala.org/library-association-membership

Minority health: https://minorityhealth.hhs.gov/omh/browse.aspx?lvl=3&lvlid=64


CDC: https://www.cdc.gov/ncbddd/disabilityandhealth/infographic-disability-impacts-all.html


Jewish materials: https://pjlibrary.org/about-pj-library


https://www.vox.com/2015/8/19/9173457/hispanic-latino-comic