



What is EDI anyway?

Presented by NDLA EDI
Committee members
October 2021



Who we are

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Disclaimer:

We are not experts - we are all still
learning ourselves

Land Acknowledgement

We'd like to acknowledge all indigenous peoples. At this time, NDLA is still developing an inclusive statement to honor the tribal nations.

Committee Membership & Charge

Members

- Carmen Redding
- Mary Soucie
- Maggie Townsend
- Karlene Clark
- Amanda Walch
- Amber Emery
- BreAnne Meier
- Jacqueline Frederick
- Jennifer Bearstail
- Jessica Gilbert-Redman
- Lesley Allan
- Lydia Faulkner
- Megan Richardson

Charge

The North Dakota Library Association will adopt and implement strategies to address Equity, Diversity, and Inclusion through ongoing engagements, such as workshops, speakers, conversations, and partnerships.

Committee Work

- Resource List https://docs.google.com/document/d/1hqHNDlivldb27S-S0OTgkUw2zXxl3P98_BEIhIjI2-Y/edit?usp=sharing

NDLA Definition of EDI

Equity:

We treat every individual that connects with the North Dakota library community fairly and respectfully. We acknowledge groups that were and are marginalized and are intentional in creating accessible environments.

Diversity:

We recognize and value the unique, collective, and individual attributes and identities that are expressed in a variety of forms and may be visible or invisible.

Inclusion:

The North Dakota library community is a community where everyone is accepted, respected, and valued. In order to achieve this, we actively seek out and provide opportunities to expand knowledge about others' lived experiences.

Revised 4.22.21

Approved by the EDI Committee 4.22.21

Equal vs. Equitable

- **Equal** Access: “everyone is entitled to the same level of access and can avail themselves if they so choose.”
 - Example: The library, serving diverse people, is full of books, all in English, and all librarians speak only English.
- **Equitable** Access: Preventing injustices that have prevented or diminished access to places and services.
 - Example: The library has mixed languages represented in their collection and varied people on staff so patrons will “see themselves” and be able to speak the same language.

Getting Started:
Implicit Bias



Getting Started: Implicit Bias

Definition:

“A form of pigeon-holing people without knowing them personally, basing it on broad assumptions for entire groups.”

Examples:

- Irish
- German
- Dr. Scott
- “Professional hair”
- January 14, 2021, Chicago Tribune reported a crime spree of four convenience stores being robbed in under an hour.

Pronouns

- Respect and acknowledgement
- When you don't know the preferred pronoun, default to "they"
 - 600 years!
- Don't assume
- 57 Bus

<https://www.thetrevorproject.org/resources/trevor-support-center/a-guide-to-being-an-ally-to-transgender-and-nonbinary-youth/>

BIPOC

Black

Indigenous

People

Of

Color

BIPOL

Mission

Black

Indigenous

People

Of

Color

- Build
- Undo
- Anti-sentiments
- Dismantle
- Advance

Lance Tsosie “Modern Warrior”

This movement opens the door to conversations in other areas or mediums. I came across little bytes of awareness through various mediums and am more aware of topics such as using the term **dis-invested** when referring to our communities rather than “urban”, “poverty” or “under-privileged”. These negative terms imply that the people of these communities are the root of these problems. The reality is that entities at the local, state and federal levels can withhold funding and resources to keep these communities impoverished.

Macro-aggressions vs Micro-aggressions

Macro

Intentionally choosing to disregard the needs of a populace

Example: able bodied person parking in a differently abled spot

Micro

Unintentional actions or words that erode a person's sense of self and value

- "Death by a thousand cuts"
- "Battle Fatigue"

What this sounds like:

- "I love your hair; can I touch it?"
- "You're so articulate" / "your English is so good"
- "You guys"
- "You're such an inspiration"

Consider:

- Why is it acceptable to ask someone of one race, but not another
- What is the bias in assuming they would not speak well?
- "You all" / "everyone"
- Saying NOTHING!

What this sounds like: mean:

- "I'm being so OCD"
- "My boss is crazy" (especially in regards to a female boss)
- "That's a crazy idea"
- "It's been crazy in here"

What you actually

- "I feel like I need to maintain order of my life right now."
- "I don't like what my boss said / did."
- "I haven't heard an idea like that before"
- "It's really busy today."

Demonstrating Equity & Inclusion

- Show up
- Acknowledge mistakes / Apologize
- Speak up

Show up

- Be present and active in making changes
 - “Nothing about us without us” (Kumbier & Starkey, 2016)

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- Presentations
 - Online - boom mics for headsets
 - Color Blind
 - Sliding / spinning images
 - Space at bottom of slides - closed captioning covers

Show up

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 - Space at bottom of slides - closed captioning covers
- ADA accessibility
 - Navigation of spaces clear, no uneven flooring, handles instead of knobs
 - Websites, printed materials, PR / Social Media materials

Acknowledge mistakes / Apologize

- In the moment
- If realized later, go back
- I'm sorry goes a long way

“Practice doesn't make perfect; practice makes progress”

Speak up

- When you see it happening, if you don't speak up, you're allowing it to continue - adding to the hurt
 - Our stories

Why not me?

All of us will have some kind of struggle, disability, or injury at some point.

In a world where you can be anything, be kind.

Resources

- <https://www.chicagotribune.com/news/breaking/ct-robberies-convenience-store-woman-charged-20210116-ajmdh3ihdvdrhh5wo5vpd3zqfi-story.html>
- <https://uwm.edu/lgbtrc/support/gender-pronouns/>
- <https://www.pennmedicine.org/news/news-blog/2018/september/that-crazy-why-you-might-want-to-rethink-that-word-in-your-vocabulary>
- <https://www.vox.com/2015/2/16/8031073/what-are-microaggressions>
- <https://www.businessinsider.com/microaggression-unconscious-bias-at-work-2018-6#are-you-an-intern-you-look-so-young-11>
- https://www.chronicle.com/article/college-facilities-evolve-from-accommodation-to-inclusivity/?cid=gen_sign_in
- <https://www.glsen.org/>
- Camp Stomping Ground. (2010). What is Restorative Justice? Let's Restore Our Broken System. <https://www.youtube.com/watch?v=lq554Oxc8js>
- Chittenden, M. & Dermody, K. (2010). Removing barriers to access: Libraries and the Accessibility for Ontarians with Disabilities Act. *Feliciter*, 3(56), 94-96. www.cla.ca
- Kumbier, A. & Starkey, J. (2016). Access is not problem solving: Disability justice and libraries. *Library Trends*, 64(3), 468-491.



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