POWER & PRIVILEGE AT PLAY
EQUITY, DIVERSITY & INCLUSIVITY IN THE LIBRARY

July 17, 2020 | Virtual Conference

Tickets:
$35 - CAL Member
$45 - MPLA Member
$55 - Non Member
$25 - Student
SCHEDULE OF EVENTS

9:00 AM - 10:00 AM
KEYNOTE ADDRESS

10:15 AM - 11:15 AM
BREAKOUT SESSIONS

11:30 AM - 12:30 PM
BREAKOUT SESSIONS

1:30 PM - 2:30 PM
LUNCH BREAK

2:45 PM - 3:45 PM
BREAKOUT SESSIONS

4:00 PM - 5:00 PM
BREAKOUT SESSIONS

HAPPY HOUR
Dr. Kawanna Bright is Assistant Professor of Library Science at East Carolina University. Dr. Bright earned her doctorate in Research Methods & Statistics from the University of Denver in 2018 and her MLIS from the University of Washington iSchool in 2003. Prior to earning her doctorate, Dr. Bright worked as an academic librarian specializing in public services. Her research focuses on the application of research methodology to the study of LIS, library assessment, diversity, equity, and inclusion in libraries, and the role of liaison librarians.

**Power, Privilege, and the Importance of Intentionality in Libraries**

This presentation will focus on describing the concepts of power and privilege within libraries and the library and information science (LIS) field, both historically and currently. This presentation will specifically address how power and privilege impact libraries both internally (workplace climate and collegiality, organizational culture) and externally (services, collections, and community); and the importance of LIS approaching the topic of power and privilege with intentionality. The importance of being intentional in understanding and addressing power and privilege, within LIS programs, through research, and through professional development, will be highlighted.
Braving our Blind Spots using a Virtual Book Discussion Group
Shannon Jones and Kelsa Bartley

Program Description:
Diversifying librarianship has been a strategic priority for years yet statistically the profession remains largely white. A contributing factor to this homogeneity is likely implicit bias. An implicit bias occurs when an individual has attitudes toward a group of people or associate stereotypes with them without their conscious knowledge. Growing research indicates that implicit biases impact the decisions we make daily. In libraries, it impacts who gets hired, who gets supported, which programs get funded, and which services are offered. In this session, the presenters will share insights gained from planning and facilitating a book discussion for over 50 health sciences librarians. Using Mahzarin Banaji and Anthony G. Greenwald’s book, Blindspot: The Hidden Biases of Good People as a platform for safe interaction and thought-provoking discussions, the book club provided participants an opportunity to learn, discuss, and process the implications of implicit biases on their lives.

Learning Outcomes:
- Attendees will be able to articulate the benefits of using a book club as a forum for discussing implicit bias
- Attendees will be able to describe key considerations and strategies for planning and executing a virtual book discussion group.
- Attendees will be able to plan a virtual book discussion

The Future is Accessible: Reframing Accessibility in Your Library
Therese Kaufman

Program Description:
Accessibility can be a scary word in libraries because many of us hear it in the context of changing or retrofitting something that already exists. Let’s reframe how we think about accessibility in our libraries starting with our language and conversations, how to integrate accessibility into all of our practices, and the ways in which accessibility benefits everyone.

Learning Outcomes:
- Attendees will understand how to talk about accessibility in their libraries with users, coworkers, and beyond in order to better integrate accessibility practices in their every day work.
STEAM for Everyone: A Stepping Stone Approach to Overcoming Barriers to Access
Brooks Mitchell, Elena Rosenfeld, Melissa Beavers, Timothy Ruth

Program Description:
Library programs are a neutral place for informal learning. STEAM programs are fun, interactive, inclusive, and provide a safe place to explore new ideas, develop new skills, and experiment without fear of failure. However, there are certain populations that may not be able to access library programs. What is the root of these barriers and how can we address them? In this session, presenters from the High Plains Library District (Greeley, CO) and the STAR Library Network (STAR Net) will discuss strategies and tips for making STEAM programming more accessible to underserved youth – be it through actively recruiting STEAM participants for in-house programming to taking the program out into the community.

Learning Outcomes:
- Attendees will be able to identify actionable “stepping stone” strategies that their library can use to make programming more inclusive of their community.
- Attendees will better understand the barriers that may exist for underserved and underrepresented members of their community.
- Attendees will be more aware of how program format, time, or location may impose unintentional barriers to participation for certain populations within your community.

Casual Conversation: Debriefing the Keynote Address

Scholarships Available
CLICK HERE TO APPLY
Sorry...You Don't Fit Into Our Culture: Unconscious Bias in Hiring Decisions
Jean Marie Heilig & Beth Crist

Program Description:
Are unconscious biases impacting your hiring/promotion process? These biases can cause us to make decisions in favor of one person or group to the detriment of others. Join us to learn how to recognize and eliminate bias in your library's hiring process.

Learning Outcomes:
- Learn the basics of unconscious bias
- Learn the types of unconscious bias that may influence your hiring decisions
- Leave with practical ways to reduce bias in your hiring process

Creating Inclusive Spaces: Trans and NonBinary Folks in Higher Education
Sho McClarence

Program Description:
The goal of higher education is to provide a space for learning for everyone. Unfortunately, there are still many people marginalized in higher education, specifically transgender and nonbinary folks fall into this category. Libraries are spaces that it becomes possible to combat some of these issues. This workshop focuses on providing background knowledge on trans and nonbinary identities, some of the struggles that face folks in educational systems, and offers time to reflect on how gender affects us in our own lives. Combining all these elements the goal if this workshop is for attendees to walk away with knowledge of the complexities of the LGBTQIA+ community and how best to support these folks in your daily interactions.

Learning Outcomes:
- Attendees will be able to understand terminology and the importance of utilizing inclusive language.
- Attendees will explore the ways in which higher education does and does not support LGBTQIA+ students, staff, and faculty.
- Attendees will reflect on how they interact with gender and how gender impacts their life and work.
Research With, For, and By Students of Color in Academic Libraries  
Rosalinda Linares

Program Description:
Power disparities abound in any research done on a community that does not include their voices in the research design process. This is especially true when working with communities of color. This presentation will describe a project wherein undergraduate students of color are research partners with the librarian investigating perceptions of students of color in an academic library. This example illustrates the importance of mutually beneficial partnerships that offer students an opportunity to bolster their learning by doing hands-on academic research with and for their peers. It also allows the library to gain valuable insight into how it can better serve our students of color. For any librarian engaged in research or assessment that involves diverse students or patrons, incorporating inclusive methods of data collection and analysis is essential to breaking down the power and privilege at play in libraries.

Learning Outcomes:
- Attendees will be able to identify inclusive methods when collecting information about diverse patrons in their communities.
- Attendees will be able to understand the importance of student involvement in inclusive methods.
- Attendees will be able to explore strategies for creating undergraduate research experiences for students in academic libraries.

Public Librarians in the Academic Library: Rethinking Hierarchies of Librarianship  
Kaiya Schroeder

Program Description:
Higher education is undergoing a period of transformation as notions of the ivory tower increasingly give way to models emphasizing greater engagement with communities and the recruitment of a more diverse student body, including BIPOC, first generation, and older students. These changes amplify the need for the recruitment and retention of academic librarians who reflect the diversity of our student bodies and who are skilled in engaging with diverse communities in inclusive ways.

Learning Outcomes:
- Participants will be able to recognize the need for more diverse academic library staff and services in relation to the changing higher education landscape
- Participants will be able to identify transferable skills and knowledge sets that public librarians can bring to bear on academic library positions and goals
- Participants will be able to generate strategies for breaking down barriers to entry in academic libraries
Advancing Workplace Equity & Inclusion: Findings From a National Scan of Libraries in North America
Ozy Aloziem & Christina McClelland

Program Description:
Denver Public Library (DPL) recently received a grant from the Institute of Museum and Library Services to conduct a comprehensive research/assessment project using an equity framework to better understand effective strategies to reshape its workforce so it reflects the diversity of the community. Ultimately, the goal of Building a Pipeline of Community Connection project is to determine practical, effective models that libraries can implement to ensure that people from populations historically underrepresented in librarianship can join and grow in the field, with a supportive, inclusive institutional culture. This work is urgently needed, as the librarianship field has failed to equitably reflect the nation's increasing diversity and promote a truly racially inclusive institutional culture. This session will feature a preliminary summary of findings with recommendations and immediately actionable steps that libraries can take to increase the inclusivity of their work environment.

Learning Outcomes:
Participants will discover how various libraries across North America are embedding DEI values in workforce development.
Participants will discover best practices for advancing equity & inclusion within one's organization.
Participants will utilize a DEI organizational evaluation to assess their own organizational progress.
Participants will explore strategies for promoting and sustaining an inclusive work environment.
Participants will be invited to create and commit to actionable steps for enhancing equity and inclusion within one's organization.

Casual Conversation: Juvenile/YA Book Talks
Bring your favorite title that represents one aspect of your identity
Program Description:
You might be exhibiting Karen/Kevin like behavior and not even know it. In the past several years, the word “Karen” has come to embody white feminist behavior that is drenched in rage and entitled privilege. This workshop will help you recognize and identify the harmful impacts of white supremacist behaviors that you might encounter or actively exhibit on a daily basis, in addition to the deeper deadlier implications Karen/Kevin behavior has on the everyday person. Facilitators will lead an interactive conversation that will challenge participants to dissect the origins of why the name Karen/Kevin has been attached to racist behavior targeting people of color. We know that this topic will be uncomfortable for some participants. Lean into that discomfort, we don’t grow if we stay in our comfort zones. We invite everyone to challenge their implicit biases and make a conscious effort to disrupt white dominant culture.

Learning Outcomes:
- Attendees will be able to recognize what it means to behave as a “Karen/Kevin” in a work environment.
- Attendees will be able to understand the harmful impacts of working in hostile/toxic environments.
- Attendees will be able to apply strategies to interrupt racism, white fragility and white supremacy.
Seeding Equity in the Library: An Ongoing Approach to Growing More Equitable Practices and Processes
Sheena Mammarappallil & Jana Kopp

Program Description:
A Culture of Equity — an environment in which one's identity has no influence on how one fares in society — is fundamental to a diverse yet inclusive society. The inequities in organizations, including public libraries, are deeply rooted in our nation's history and perpetuated through racism, policies, practices, attitudes, and cultural messages. These embedded inequities continue to prevent us from attaining true equity in our workplaces and across society. The public library is an organization in which multiple cultures and identities are present. On a daily basis, however, the dominant culture, established language, complacent behaviors, and implicit biases impact power dynamics internally. The impacts of these inequities can be seen not only in societal outcomes but within the framework, or hierarchy, of the workplace itself. Join our virtual presentation “Seeding Equity in the Library” to better understand inequities in libraries, recognize our role in perpetuating them, and commit ourselves to seeding change within our organizations.

Learning Outcomes:
- Participants will understand how inequities related to power and privilege play out in public libraries by examining the role of identities and perspectives on interactions and outcomes.
- Participants will explore some tried strategies to equalize power imbalances and advance equitable opportunities within an organization.
- Participants will have the opportunity to discuss specific equity challenges they face and brainstorm possible solutions.
Walking a Mile in Their Shoes: Designing Inclusive Surveys to Level the Playing Field
Maggie Shawcross & Wendy Highby

Program Description:
Are you ready to make your library a better environment for employees and users from all walks of life? Surveys are a great way to gather useful information about how to optimally serve excluded communities. The prospect of surveying marginalized populations can be intimidating. What if your questions offend the very people you wish to accommodate and include? The presenters defuse this potential minefield by sharing their lived experience of ethnic identity (Latina) and disability (Parkinson’s disease). In a recent PLOSOne article it was noted that researchers establish trust with participants by designing questions that “resonate with participants' lived experiences.” In this session we advocate that the participant experience should be central in the survey design and input from community members is critical. By involving members of the marginalized groups in the design, librarians can find solid footing that gives them confidence that the questions they ask are respectful and inclusive.

Learning Outcomes:
- Attendees will be able to locate and identify resources regarding inclusive language, accessibility of survey instrument, and survey pre-testing with community members.
- Attendees will leave the workshop with a list of the steps to take to ensure that surveys are designed with inclusivity, accessibility in mind.
- Attendees will learn the importance of demonstrating sincerity by following through with implementation of changes as informed by survey results.

Casual Conversation: Adult Book Talks
Bring your favorite title that represents one aspect of your identity.
Girl Powered (Boy Friendly) STEM Learning: Hack your STEM Programs for Gender Equity  
Claire Ratcliffe & Anne Holland

Program Description:
The gender gap in STEM professions has been an ongoing dilemma, even in a time when women are increasingly making gains in fields such as business and law. Why are so few women choosing careers in science, engineering, technology, and math (STEM)? The answer could lie in how STEM experiences engage (or discourage) girls early in life. See an example STEM activity based on research that promotes positive engagement of girls in STEM learning and discover unique opportunities for your library to be part of closing the gender gap. Hear how using open-ended design challenges, collaborative activities, and growth-oriented language can be incorporated into existing programs. Attendees will walk away with resources from museums, education, psychology, and other fields that help challenge STEM stereotypes and actionable steps for creating gender equitable library programs.

Learning Outcomes:
- Attendees will be able to identify gender equitable strategies for engaging all patrons in STEM learning, such as using drawing, using open-ended STEM activities, and challenging STEM stereotypes.
- Attendees will become aware of gender equitable STEM resources that they can use in their library’s STEM programs.
- Attendees will explore an example girl-friendly STEM activity.

Acknowledging My White Privilege
Laurin Arnold

Program Description:
The topic of white privilege is an emotional one to many people, particularly those who are white. Join Laurin, a middle class white woman, for a look at the emotional barriers that prevent us from acknowledging it and address how to work through them. This presentation is based on personal, not professional, experience, with a goal of creating a safe space that allows attendees to examine their feelings and thoughts on the subject with a goal of eventual acceptance.

Learning Outcomes:
- Attendees will explore the mindset barriers that can prevent one from acknowledging their own privilege.
- Attendees will learn ways to be an ally to those who do not have certain privileges.
- Attendees will learn what white privilege is to those who have it and those who do not have it.
Conference Planning Committee

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SCHOLARSHIPS AVAILABLE

CAL Members may apply for scholarships here.

Scholarship recipients will be required to moderate 2 sessions during the day as a condition of their award.