BLS4SJ Breakout Discussion Groups

TOPIC: Reference & Instruction & Consultation
Teaching Reference & Instruction, either in a class setting or informally, comprises a large part of information work. How do we integrate inclusive teaching pedagogies into the way we interact with patrons? Example: Reference & instruction & consultation for multicultural education in the classroom and in research spaces helps to decrease bias and define or redefine cultural practices.

STARTING THE CONVERSATION
1. Do you think that your institution or workplace could benefit from multiple perspectives?
2. What types of diversity are discussed? (racial, mobility, pedagogy, gender)?
3. What are some ways you believe could move these conversations once had forward into action?
4. Why do you think institutions or workplaces have a hard time discussing the diversity of different types of groups?

FURTHER RESOURCES


https://breakinglibrarysilos.weebly.com/ breakinglibrarysilos@gmail.com
BLS4SJ Breakout Discussion Groups

TOPIC: Controlled Vocabulary & Metadata & Cataloging

Information workers are known for their skills in organizing information. What happens when the language and terminology we use to classify information perpetuates systems of oppression?

STARTING THE CONVERSATION

1. Has your institution made any efforts to counteract the use of LCSH that are outdated and that researchers may find to be racist, sexist, homophobic, or otherwise harmful? What are the barriers (internal or external)?
2. How do information professionals balance the advantages of LCSH linked data with a desire to disrupt systems of oppression?
3. Can language and terminology be neutral? If not, how can information professionals reflect and recognize internal biases?
4. Should archival repositories commit time and resources to reviewing old finding aids for problematic language given that political and social climates are frequently shifting?

FURTHER RESOURCES

“Change the Subject” Film Trailer  https://www.youtube.com/watch?v=Ebphd5Rg6c8


Archives for Black Lives https://archivesforblacklives.wordpress.com/


https://breakinglibrarysilos.weebly.com/ breakinglibrarysilos@gmail.com
TOPIC: Inclusive Collection Development

Selecting and curating resources for your community means being intentional and consistent about including all voices, especially those outside of a white CIS-gendered heterosexual able-bodied Christian experience. How can we ensure that we prioritize inclusive collection development? Example: Review collecting policies and collection descriptions to ensure that creators of color and queer & trans voices are included.

STARTING THE CONVERSATION

1. How can we assess how inclusive our collections are?

2. How can we work with our communities to increase equitable representation in our collections? Are there examples at the table of when this worked or didn’t work?

3. How does the work of community archives and/or post-custodial models impact these discussions?

4. What barriers (both internal and external) exist that may prevent changes to collection development? Are there strategies available to help us overcome these barriers?

FURTHER RESOURCES


https://breakinglibrarysilos.weebly.com/ breakinglibrarysilos@gmail.com
BLS4SJ Breakout Discussion Groups

TOPIC: Confronting Whiteness & White Supremacy

As an overwhelmingly white profession, there is strong inertia against challenging white systems of oppression. Microaggressions (which often turn out to be not so ‘micro’) against people of color, proclaiming acceptance of others simply by being ‘color-blind’, and hiring for “fit” are some examples of how white supremacy is manifested. How can we challenge and confront white supremacy in the workplace, either by our colleagues or our patrons? Example: Advocate for all who serve on hiring committees to move beyond just diversity and inclusion training, and towards identity and diversity racial equity training together, so colleagues can rely on and grow with one another in efforts to dismantle white supremacy.

STARTING THE CONVERSATION

1. How does white supremacy manifest itself in your institution? How do you experience it?
2. How do you and/or your institution intentionally disrupt white organizational culture in order to be a more inclusive and culturally liberated space?
3. What opportunities and challenges have you seen arise when confronting white supremacy?
4. How do you account for unintended consequences within your organization when you implement a program or policy that adversely impacts people of color?

FURTHER RESOURCES

Michelle Caswell, "Teaching to Dismantle White Supremacy in Archives," The Library Quarterly 87, no. 3 (July 2017): 222-235. https://doi.org/10.1086/692299


https://breakinglibrarysilos.weebly.com/ breakinglibrarysilos@gmail.com
BLS4SJ Breakout Discussion Groups

TOPIC: Advocating for Social Justice Within Institutions
Challenging the status quo in hierarchical institutions is difficult and can put one at risk. Engaging in actions that reduce barriers and address inequity in order to secure opportunities for those who are oppressed can often be met with resistance and obstacles. What are some ways you can be a social justice advocate within your institution?

Example: Advocating for an all gender bathroom at your place of work.

STARTING THE CONVERSATION
1. What are your institutions formal and informal mechanisms for addressing issues related to diversity, equity, inclusion, and access? Such as a committee?

2. Who are the allies within your institution that can work with you to address issues of inequity and white supremacy? Allies outside your institution?

3. What are some of the barriers you have encountered or expect to encounter at your institution?

FURTHER RESOURCES


Center for Transformation and Beyond. “5 Conversation Starters to Help a Leader Buy-In to Diversity & Inclusion in the Workplace.” https://drkathyobear.com/diversity/conversation-starters-leaders-buyin-diversity-workplace/


https://breakinglibrarysilos.weebly.com/ breakinglibrarysilos@gmail.com