Exploring Racial Equity: A systems frame for advancing organizational transformation

Inclusion, Diversity, Equity, and Accessibility Conference (IDEAL) 2019

Columbus, OH

August 6, 2019
Who are we?

- Jennifer Garrett, Director, Talent Management
  NC State University Libraries

- Gerald Holmes, Associate Professor and Diversity Coordinator
  University of North Carolina - Greensboro Libraries

- Mark A. Puente
  Director of Diversity and Leadership Programs
  Association of Research Libraries
Goal for today’s session

- Learn about the Racial Equity Institute (REI)
- Hear specifics on our different approaches & experiences
- Hear about future plans (in the works and aspirational)
The ARL perspective

- Why the Racial Equity Institute?
- Why a focus on racial/ethnic diversity?
- The REI experience
  - Duration
  - Phases
  - Opportunities to caucus
  - Unique components/design of experience
- How this (might) fit into the broader strategy for ARL
  - Director participation
  - Bringing experience to membership? To member institutions?
UNC Greensboro and the university perspective

August 2014 - Library begin to work under a 5-year Diversity Strategic Plan

March 2017 - 3 members of the Library Diversity Committee attend REI Phase 1 (2 day Institute) at a local church

July 2017 - Dr. Martin Halbert begins as the Dean of University Libraries at UNC Greensboro
October 2017 - Dean Halbert attends REI Phase 1 (2 day Institute) at a local hospital training facility.

November 2017 - Dean Halbert creates a REI Planning Committee (includes the Chancellor Fellow for Campus Climate) and solicits funding and support from the Provost to host REI’s on campus.
UNC Greensboro and the university perspective - programs offered

April 2018 - Phase 1:  Registered - 41   Attended - 29

February 2019 - Phase 1:  Registered - 40   Attended - 29

March 2019 - Groundwater Presentation:  Registered - 75   Attended - 72

September 2018 - Latino Challenges:  Registered - 40   Attended - 36

Next Steps:    September 21-22, 2019 - Phase 1

Next Steps:    November 2-3, 2019 - Latino Challenges
I think that you should keep doing what you do. Keep offering this opportunity for people to understand “the other side of history”. I personally do not talk to students about things that I don’t feel prepared for, so ... without the REI workshops I would have never integrated Social Justice in my teaching. I had students thanking me at the end of the semester for the information given to them. It is only fair to see History through all perspectives. I have a more complete and truthful vision of it. It helped me a lot to understand who we are today and how to contribute to make changes.

The session was amazing but also very intense. Some mechanism to unpack would be great instead of just leaving the training with such intense feelings.
NCSU and the library approach
NCSU and the library approach: Beginning

- **Exploration** (started around the end of 2016)
  - Phase I hosted or sending staff?
  - Who will participate?
  - Funding sources?
- **Pushing Forward**: Libraries’ Good Ideas Grant (2017)
  - Proposal drafting
    - Goals, scope, budget
- **Notification of Grant Award** (May 2018)
“This proposal asks for funding to send members of the Diversity Committee, Department Heads, Associate Directors, staff who hire and manage large numbers of student employees (e.g. IT and Access Services), and other front line staff to both Phase I and Phase II of REI. As Chair of the Library Diversity Committee, and on its behalf, I endorse this training as part of it’s ongoing Diversity Talks series.”
NCSU and the library approach: Implementation

REGISTRATION

- Handled by one person
  - Top 3 choices collected
  - Limited to 6 Libraries staff per workshop
  - Everything tracked in Google Sheet

- Challenges & Considerations
  - Weekday sessions preferred over weekend
  - Rescheduling
  - Reminder Emails

At the time of these slides: 70 / 74 staff have participated, including all Libraries’ Administration
NCSU and the library approach: Implementation

- REI Debrief Brown Bags
  - Facilitated by members of the Diversity Committee
- REI Bibliography
  - Collection Managers purchased all materials (that were available, electronic and print)
- Reading groups planned

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Ground rules / expectations

- Be open and honest.
- What we talk about remains anonymous outside of this room (that doesn't just mean the person's name).
- Let's keep the discussion constructive, i.e. let's focus on content instead of feedback regarding the workshop logistics, facilitation, etc.
- As much as possible, resist the urge to plan solutions. Let's remain in that reflective state and / or discussions around our further personal education.
- If you're an oversharer, recognize that (facilitators may ask that you let someone else speak).
- We're not here to debate. Disagreeing is ok, reflection is ok, sharing alternate perspectives is ok, but we're not here to debate about who is right and who is wrong.
- What did we miss?

Discussion questions (informed by “21 Days of Reinforcement”)

- What are your feelings about the workshop? What resonated with you? (round robin)
- What aspects compelled you to talk with loved ones, or colleagues, about the workshop? How did that go?
- Has anyone talked to participants you met at the workshop? How did that go?
- Reflect on your own position as a gatekeeper. What are you doing or not doing with your power?
- Has anyone followed up with the readings / videos / other resources? Any highlights?
- Reflect on your own internal racial oppression - inferiority or superiority. How has this bias shaped you today? Identify an example of how it has hindered your progress.
Where do we go from here?

**ARL**
- Bring content to membership (Association meetings)
- Bring content to clusters of library/archive organizations
- Possible collaborations with other associations
  - Cultural heritage
  - Higher education
  - Civic sector

**LIBRARIES**

**UNC Greensboro**
- Bring Phase II to the Campus in 2020/21
- Maintain a same day waiting list for no shows
- Explore DEI ideas with interested ULAC Member Libraries

**NC State University Libraries**
- Bring Phase II to the Libraries this Fall
- Explore additional DEI trainings (e.g. Equity Toolkit)
Selected Resources


REI Bibliography: https://www.racialequityinstitute.com/bibliography

Racial Equity Institute website: racialequityinstitute.com