From ally to change agent: Utilizing collective action to build a successful equity plan

IDEAL ‘19 | August 7, 2019

Hi, we are

Jesus Espinoza, Resident Librarian, University of Michigan, ejesus@umich.edu

Grace Adeneye, Student Success and Engagement Librarian, University of Delaware, adengr@udel.edu

Jessica Dai, Resident Librarian, West Virginia University, jessica.dai@mail.wvu.edu
Land Acknowledgement

We want to acknowledge the land we are meeting on today, which has long served as a site of importance among Indigenous peoples, specifically the Shawnee, Miami, Wyandot, and Delaware Nations. Since we are meeting in Columbus, a city named after a person whose legacy of colonization has brought harm and genocide to Indigenous communities, we especially encourage you to acknowledge and reflect on the impact of colonialism on Indigenous peoples and culture. We believe that, as a profession, librarians need to work to decolonize our profession, including our services and collections.

Credits: OSU Multicultural Center
Learning Outcomes

By the end of this session, participants will...

- Identify the characteristics of effective library equity plans
- Develop strategies to implement, maintain, and apply accountability to every phase in order to sustain library equity plans
- Participate in conversations about motivations, impediments, and strategies in creating library equity plans
From ally to change agent: Utilizing collective action to build a successful equity plan.
Library Diversity, Equity, and Inclusion Plans
Does your institution have a diversity, equity, or inclusion plan?
What is a Equity Plan?

Purpose

Audience
Looking at EDI Plans
In Practice (10 min)

1. Break into groups of 2–4
2. Go to https://padlet.com/jessicadai/ideal19
3. Pick an institution’s plan
4. Skim through the plan
5. Discuss the questions as a group and record the answers in the corresponding column
Share out
Common Elements

- Diversity, equity, inclusion, and/or accessibility statement
- Goals and objectives
- Stakeholders and partnerships
- Assessment

- Staffing
- Training and development
- Collections
- Services
- Spaces
Collective Action
What is collective action?

- United action by an association (as of nations against an aggressor)

- Collective action arises when the efforts of two or more individuals or agents (e.g. countries) are required to accomplish an outcome. (Todd Sandler, ‘93)
Steps to Success:

- Identify the collective as it already exists.
- Get involved with groups who matter.
- Integrate institutional values.
- Establish clear goals, vision and objectives.
- Don’t try to convert: go for the folks “on the fence.”
- Make small changes that are within your control.
- Take care of yourself!
Adapted from GARE

- Who are the groups or individuals in your library/institution working toward racial equity?
- How could you support those individuals working to reduce disparities?
- How could you develop deep relationships with communities/groups that have not been included in decision-making?
Thanks!

Any questions?

You can find us at:

- @hayzeus89 | ejesus@umich.edu
- @oluseyigr | adengr@udel.edu
- @ralphratheriled | jessica.dai@mail.wvu.edu
Credits

Special thanks to all the people who made and released these awesome resources for free:

- Presentation template by SlidesCarnival
- Photographs by Unsplash