Let's be honest—you might be feeling depressed right now. If you are a person of color, you may be feeling the weight of navigating a world that centers whiteness. If you are white, you may be feeling guilt, shame, and perhaps a bit fragile (see Robin DiAngelo’s work on white fragility). Take a deep breath and remember why we are here—to imagine creative ways to dismantle systems of oppression to create a more inclusive world. Libraries and library workers can envision remedies together:

- What concrete steps can we take to create a more equitable environment?
- Can we offer more inclusive and culturally sensitive customer service?
- Can we support and affirm colleagues of color and make sure they receive professional development opportunities?
- Can we build more diverse collections?
- Can we hold ourselves and others accountable when we notice problems?

**UNPACKING THE INVISIBLE KNAPSACK**

Transformation is possible! Let's be honest—you might be feeling depressed right now. If you are a person of color, you may be feeling the weight of navigating a world that centers whiteness. If you are white, you may be feeling guilt, shame, and perhaps a bit fragile (see Robin DiAngelo’s work on white fragility). Take a deep breath and remember why we are here—to imagine creative ways to dismantle systems of oppression to create a more inclusive world. Libraries and library workers can envision remedies together:

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**LET'S ASK “WHAT DOES LIBERATION LOOK LIKE?”**

Change is slow and incremental, but it can & does happen. You can help.

**RESOURCES**

- Michelle Caswell’s “Teaching to Dismantle White Supremacy in Archives” The Library Quarterly 2017 87:3, 222-235
- Michelle Caswell’s “Dismantling White Supremacy in Archives Workshop Exercise” (PDF on archivistsagainst.org)
- Peggy McIntosh’s list of white privileges: https://www.racialequitytools.org
- Seeds for Change Facilitation guide: www.seedsforchange.org.uk
- Some content adapted with permission from Michelle Caswell, PhD/ UCLA

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