Conversation Starter: Tanika Martin & Placedia Miller

Book: Diversity and Inclusion in Libraries: A Call to Action and Strategies for Success
Edited by Shannon D. Jones and Beverly Murphy
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Discussion questions: Does your library have a diversity and Inclusion plan in place? If so, what does it look like?

- No-diversity plan comes from larger organization (County, University) rather than from library,
- No formal plan, but acknowledgement of the need to have one, plus informal discussion.
- Yes, but we have an issue with implementing quality programming on diversity.
- Implicit Bias
- No, barley, just begun
- Yes, robust since September 2016

What structural barriers need to be addressed and how?
- Job descriptions need to be rewrote.
- Accessibility of facilities-people need to be in a library & see an example of librarianship to become interested.

Professional development opportunities & resources:

- http://www.jclcinc.org/
- https://www.whiteprivilegeconference.com/
- https://www.lib.umich.edu/diversity-equity-inclusion-accessibility/diversity-resources
- http://www.ala.org/advocacy/diversity