Ideas for projects your diversity committee can initiate

- Set up an event celebrating a particular culture, especially one that is well represented in your community. Don't limit your cultural celebrations to date-specific annual events such as Black History Month, Pride Month, or Hispanic Heritage Month.
- Sponsor equity training for the staff on topics such as implicit bias, microaggressions and their impact, diversity and its benefits, race matter, etc.
- Hold a staff or public book club in which books about social justice, diversity, race relations, equity, and inclusion are discussed.
- Obtain a movie license and show films and documentaries that center the perspectives of marginalized people. Be sure to include films that are empowering and not just depict characters who are tangibly suffering.
- Create staff guidelines for marketing and displays to ensure your community has ample access to diverse books.
- Invite guests from diverse perspectives to speak on a series of TED-style talks.
- Serve as the library's advisory panel when question about diversity, equity, and inclusion come up. Rather than one person having to educate their colleagues, the committee can serve as consultants, creating a safe space where the burden is shared by all.
- Run a diversity audit of the collection
- Help staff to think about the words and language used on displays, signage etc.
- Examine the library's accessibility for users who are ESL or ability diverse.
- Hold staff lunch & learns on topics such as valuing our differences; traditionists/baby boomers; leverage your uniqueness; introvert, extrovert, & ambivert; why we can't handle diversity…

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