

(Not) Another Anti-Racist Reading Group



FROM DISCUSSION TO ACTION



Who we are



Suzanne Sawyer
Preservation Specialist



Melody Rood
Student Success Librarian



Deborah Caldwell
Diversity Resident Librarian



Juanita Thacker
Information Literacy Lecturer



Land acknowledgment



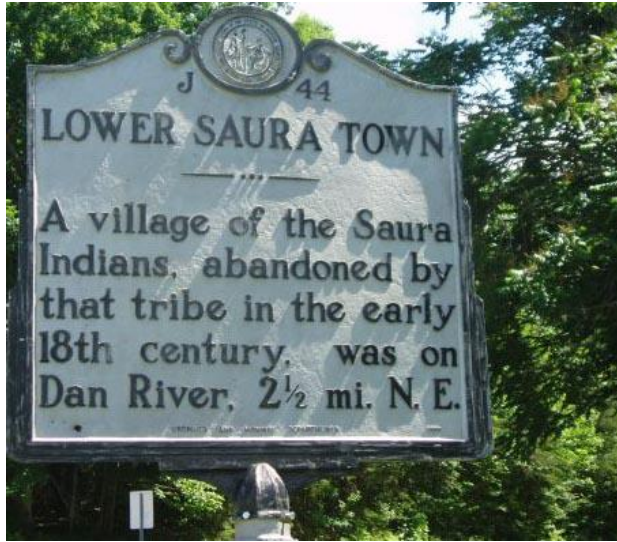


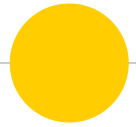
Image: NC Office of Archives & History, Marker: J-44



**To learn more about the
Keyauwee and Saura please visit:**

<https://www.ncpedia.org/keyauwee-indians>

<https://www.ncpedia.org/saura-indians>



A few caveats...



Image: "Beware of step" by Arenamontanus, CC BY 2.0

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Background

How we got here



Andy Witchger, [CC BY 2.0](#) via Wikimedia Commons



Organizing the Group



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- Concerns about starting
- Logistics and planning
- Establishing goals



Process

- Gathering resources
- Flexible agenda
- Flexible schedule



Walter Clinton Jackson Library at UNC Greensboro

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Implementation

Ground rules, planning, and organizing



Ground Rules & Implementation

- Chatham House Rule
 - Progressive Stacking
 - Monitoring time and anonymous comments
 - Intentional organizing and strategizing through power mapping
- Choosing the materials
 - Balancing introductory materials with challenging, uncomfortable concepts
 - Tailored to the conversations & library-specific

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People

Allies, partners, and collaborators



Choosing the collaborators

- The Organizers: Suzanne, Olivia, Jenny, Deborah, and Melody
- Collaborators and Contributors
 - Regular participants
 - Tenured faculty and administrators



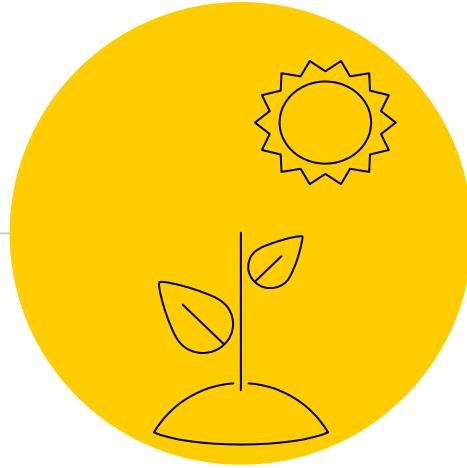
Roles

- Suzanne : Trusted Staff representative; Direct communication to Administrators
- Olivia : LIS Grad Student, Technical facilitation, Outside of the organization
- Jenny : Tenured Librarian, Institutional memory to provide history and context, Producer
- Deborah & Melody : Women of Color, Discussion facilitators

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Outcomes

Definitions & outlook



Planting Seeds



Outcomes

- Goal was always about how to work towards better anti-racist practice within our library, with and for our fellow library workers and patrons, not personal improvement



Outcomes

- Theory -> application in libraries -> application in Jackson Libraries
- At the end of each session, worked towards identifying root causes within policy, culture, etc. and brainstorming how they might be addressed



Outcomes

Lack of internal resources



Resource library

Inequities between staff and faculty hiring procedures



New hiring practices committee

Representation & visual inclusion



Art committee & Design Justice project

Departmental silos



Mentoring circles



Outcomes continued

- EDI goals added to SHRA (non-faculty staff) annual performance management plan
- Breaking down departmental silos
 - Facilitated library-wide dialogue about racism.
 - Empowered certain staff to express themselves.

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Participant perspective

Juanita Thacker



Participant Perspectives

- Navigating multiple identities
- Perceptions of EDI work in libraries
 - Cynicism concerning motives
 - White-centered EDI initiatives
 - Respectability politics
 - Faux allyship



Participant Perspectives continued

- Personally Rewarding
 - Engaged & empowered colleagues.
 - Closer personal and professional relationships
 - Move library culture in progressive direction.



Takeaways

- Organization and collaboration
- Understand the power structures & history at your institution
- Try to find allies at different key positions
- Emphasize ground rules
- Be flexible
- Check yourself regularly



Thanks!

Any questions ?

You can find us at

- Deborah: Twitter @databrarian
- Melody: Twitter @librarianmelody
- Juanita; Twitter @nitabug0423
- Suzanne: s_sawyer@uncg.edu



Credits & Links

- Presentation & resources: <http://bit.ly/NAARRG>

To learn more about the [Keyauwee and Saura](https://www.ncpedia.org/keyauwee-indians) please visit:

- <https://www.ncpedia.org/keyauwee-indians>
- <https://www.ncpedia.org/saura-indians>

To learn more about how you can take specific action in your community please visit: [Anti-Racism Daily](#) a newsletter curated by Nicole Cardoza

- Presentation template by [SlidesCarnival](#)