



DEIA Webinar Bundle

Conducting a Diversity Audit of Your Collections and Ordering: Where to Start

[Recorded on 6/12/24]

For libraries to effectively meet their mission of serving the educational, informational, and entertainment needs of their communities, their collections must be diverse and inclusive, offering windows into and mirrors of the vast array of perspectives and stories that make up our world. Library selectors and readers' advisors must have a keen understanding of the basic frameworks for building and maintaining collections through an equitable lens, including the ability to apply that knowledge to a collection audit.

In this course, learn from Collection Managers Dontaná McPherson-Joseph and Betsy Bird as they explore key concepts essential to cultivating and promoting inclusive and equitable collections. You'll find out more about conducting a diversity audit of your collections, and learn how to include diverse books with wider perspectives that allow you to be more responsive to the community you serve and more reflective of the diversity of our world.

Learning Objectives:

- To have a thorough understanding of the different types of equity audits and which methods suit your collection best.
- To understand how equity begins with purchasing and does not stop after the audit stops.
- To consider weeding, displays, and community outreach and how each one of those factors affects the representation found in your collection.

Presenters: Betsy Bird, Collection Development Manager of Evanston Public Library & Dontaná McPherson-Joseph (she/her), collection management librarian at Oak Park (IL) Public Library.

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Trans History Linked! : An Introduction to the Digital Transgender Archive

[Recorded on 1/31/24]

This presentation will introduce the Digital Transgender Archive, an online hub for digitized historical materials, born-digital materials, and information on archival holdings globally relating to trans and gender non-normative individuals and practices. The presenter will discuss what items can be found on the DTA and how we determine what to add to our collection, how those items are organized, and suggestions for how to navigate the site and the additional resources it provides. Additionally, drawing on both his own experience working at the DTA and as a researcher working with items on the DTA, he will discuss suggestions for interacting with the DTA as a researcher.

Learning Objectives:

- Learn what kinds of items can be found on the DTA and how they are selected
- Learn about the additional resources the DTA provides
- Learn what the DTA offers from a researcher's perspective

Presenter: Leslie Beegle, 2nd year PhD student in the English Department at Northeastern University, and a Research Assistant and Lab Coordinator for the Digital Transgender Archive (DTA)

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Inclusive Decision-Making: Navigating DEI Challenges for Effective Systems Change and Personal Growth

[Recorded on 10/24/23]

Empower your decision-making, overcome pitfalls, challenge resistance, and foster resilience on the path towards inclusive change and personal well-being.

Learning Objectives:

- DEI Decision Making: basic components of making decisions through the lens of inclusivity.
- Common Missteps in DEI Systems Change: What are the major pitfalls to avoid when embarking on a systems change process.
- Identifying and Challenging Resistance: What does resistance sound like from others? How do I identify and challenge it in myself and my everyday life?
- Self-Identity and Resiliency: How do I care for myself in the process of DEI and advocacy?

Presenters: Chinenye Nkemere & Bethany Studenic, Enlightened Solutions

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Recognizing Bias

[Recorded on 10/13/23]

Various people, institutions and organizations help shape the way we view the world, sometimes in inaccurate ways. Participants will learn to identify implicit and explicit biases and explore strategies for challenging them in ourselves and others.

Learning Objectives:

- Understand various concepts around bias
- Develop strategies for counteracting biases you may have
- Identify resources for continued learning and support

Presenters: Katie Mattise, Assistant Director of the LGBTQ+ Center at Kent State University

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Strategies for Outreach to Marginalized Populations

[Recorded on 9/20/23]

The dedicated people who work in libraries support their patrons in many ways. Perhaps one of the most important, and least visible, population segments they assist are marginalized peoples. When those in the LGBTQ+ or homeless communities seek out guidance, libraries are there. But if you want to proactively offer services to them, or to BIPOC teens, disabled individuals, and others, how can you reach them?

This session will teach you the basics of outreach communication, then show you how to apply them to get your messages to those in need, even if they don't have email or internet service. These strategies will be especially helpful to those who don't have prior communications training, or who don't have a plan and / or a budget for outreach. Even solo librarians can benefit. Any library worker will leave this session with more knowledge and confidence in communicating with hard-to-reach segments of their communities.

Presenter: Kathy Dempsey

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MeckTech: Lessons Learned Through Digital Equity Initiatives

[Recorded on 8/17/23]

Charlotte Mecklenburg Library in NC adopted two major digital equity initiatives in 2021: distributing refurbished laptops to 20,000 adults and building a free WiFi network for a neighborhood with low internet connectivity. We will share knowledge gained, along with outcomes of both projects, during this session. Both projects provided valuable lessons for public libraries interested in digital equity work, from strategic partnerships and staff capacity to legal requirements and considerations for user experience.

Learning Objectives:

- Identify potential challenges and solutions for programs that address digital equity in their community.
- Evaluate potential partnerships that can contribute to the success of digital equity projects.
- Develop a strategic approach to a public library's role in the digital equity landscape.

Presenter: Emery Ortiz, Chief Strategy and Innovation Officer at Charlotte Mecklenburg Library

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You've Got Mail: Using Reference Mail Services to Reach Justice-Involved Individuals

[Recorded on 8/2/23]

Without regular access to the internet, many people in correctional facilities turn to libraries for help with their information and research needs. They send questions by snail mail, and this strikingly non-digital endeavor is easy to provide. St. Louis County Library has been receiving letters from people in correctional facilities for decades, but in recent years our service has increased by over 1,000%.

Answering questions via mail to correctional facilities requires a combination of traditional reference skills, modern searching techniques, and special security considerations. This service provides an excellent low-cost opportunity to serve the community and further the fundamental mission of public libraries. Join Megan Phifer-Davis to learn how you can start providing this service and develop procedures and guidelines to prioritize security and safeguard privacy. She'll also explain methods used to expand the service and connecting with other libraries doing this work across the country.

Presenter: Megan Phifer-Davis, Reference Manager at St. Louis County Library

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Unlocking Digital Inclusion: Exploring Accessibility and Inclusion on Library Websites

[Recorded on 7/26/23]

Join us for an informative webinar as we dig into the world of online accessibility and inclusion. Learn about key concepts of digital accessibility and address important questions. Don't miss this opportunity to gain valuable insight and practical strategies to create inclusive and accessible library websites. Let's bridge the gap and empower everyone to access the digital world seamlessly.

Learning Objectives:

- What is Accessibility?
- Why is Accessibility Important?
- Who needs support online?
- Accessibility + Usability = Inclusion
- Website Accessibility Statements
- Recite Me - Accessibility on Demand

Presenter: Aaron Van Auken, Business Development Executive at Recite Me

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Intergenerational Collaboration: In Diversity, We Trust!

[Recorded on 7/19/23]

The five generations currently represented in the workforce have their own world view and attitude toward work and life. Oftentimes, each generation's unique approach and/or generational stereotypes create friction among individuals and teams. This fun, interactive workshop will explore how unique views of each generation may impact an individual's approach to work, discuss the harmful effects of generational stereotypes, and identify leadership strategies to leverage the collective strength in generational diversity.

Learning Objectives:

- Explore how formative events in generational year spans may impact individual perspective
- Discuss the harmful effects of generational stereotypes in the workplace
- Identify strategies to leverage the collective strength of generational diversity

Presenter: Ellen Procida Fisher, Operations Manager in the Superior Court of New Jersey

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Accessibility Initiatives at NC State Libraries

[Recorded on 7/13/23]

Accessibility is having a moment. More than ever, libraries are embracing the reality that if you have users, you have users with disabilities. Making our services, resources, and spaces accessible is everyone's responsibility, and we all have unique skills to contribute to solving our library's accessibility challenges. We'll share what we've been doing at NC State University Libraries, from ebooks assessments to sensory friendly maps to squashing 300,000+ web accessibility errors. We hope this presentation will meet you wherever you are on your accessibility journey and give you some ideas about things you and your colleagues might do to make your libraries more accessible for everyone in your community.

Learning Objectives

- Understand why accessibility matters to libraries.
- Identify resources available to begin making your library more accessible.
- Connect efforts at NC State with efforts you could implement at your library

Presenters: Robin Camille Davis & Beth Ashmore, NC State University Libraries

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Embedding Inclusive Excellence in an Academic Library: Strategic Planning and Infrastructure Considerations

[Recorded on 1/26/23]

While many of our libraries have issued public statements declaring a commitment to greater diversity, equity, and inclusion (DEI), many of us have struggled with how to move beyond words to enacting sustained, anti-oppressive actions. We will look at one library that used a multi-pronged, stepped approach to embed inclusive excellence as a framework in every department. Inclusive excellence recognizes an institution's ability to succeed is dependent upon how fully it values, engages, and includes the rich diversity of each of its members.

Learning Objectives:

- Participants will learn about approaches to include in a diversity strategic planning process
- Participants will learn about models for infrastructure that create sustainable foundations for ongoing DEI work
- Participants will develop critical questions to ask at their home institutions to ensure long-term sustainability of diversity initiatives

Presenter: Ione T. Damasco (they/them), Associate Dean for Inclusive Excellence, Engagement, and Operations for the University Libraries at the University of Dayton.

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Putting It Out There: Diversity and Dewey in Adult Nonfiction

[Recorded on 3/23/22]

This is for new adult paraprofessionals/librarians or staff who may be new to collecting, providing reader's advisory or creating displays for the diverse non-fiction found throughout library collections.

Learning objectives:

- Define and explore the various types of diversity
- Find diversity throughout the Dewey centuries of adult nonfiction collections
- Incorporate diversity into displays, discussions, and programming to promote empathy, equity, and inclusion

Presenter: Ericableu Bartik, Cuyahoga County Public Library

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Diverse, Equitable, Inclusive, and Accessible: Putting DEIA into Practice in Your Library

[Recorded on 12/9/21]

Learn about the foundational principles of diversity, equity, inclusion, and accessibility and how they affect libraries. How is cultural competence and cultural humility applied in your library practice? How can your library work towards becoming more equitable and inclusive of both internal and external customers? What are the roles of managers and staff in working towards positive change across the organization? The presenter will share tips, resources, and sample programs that can be applied in a variety of library settings.

Learning Objectives:

- Learn about cultural competence and cultural humility
- Hear about ways to make your library more equitable and inclusive
- Learn how managers and staff can work towards positive change

Presenter: Caroline Smith, Inclusive Services Consultant at the South Carolina State Library

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Diversity, Equity and Inclusion in Youth Literature

[Recorded on 11/9/21]

All children need to see themselves and people in our world in books. Building an inclusive collection is challenging. It's more than a diversity list. It requires reflection, investigation, exploration, and analysis. Tiffeni Fontno, Head Librarian, Educational Resource Center, Boston College, will talk about diverse collection building, evaluating, and resources to acquire diverse children's literature.

Learning Objectives:

- Evaluating how cultural competency influences book selection and services
- Defining criteria to evaluate diverse children's literature
- Assemble resources to develop a profile for selecting diverse materials

Presenter: Tiffeni Fontno, Head Librarian of the Educational Resource Center at Boston College

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Diversity and Inclusion as an Essential Ingredient of Collection Building

[Recorded on 11/4/21]

Many colleges and universities are (re)affirming their commitment to equity, diversity, and inclusion. To highlight and demonstrate that commitment, all units from across the institution are being asked how they are advancing this work. The development of collections, both print and electronic, is essential in academic libraries. They are also an obvious way for libraries to support these initiatives. Courtney L. Young, University Librarian at Colgate University and a Past President of the American Library Association, will discuss the importance of developing a diverse academic library collection.

- Learning Objectives:
- The role of an intentionally diverse collection on a college/university campus
- The importance of diversity collection development statements
- Strategies for building a diverse collection
- The importance of assessing collections for diversity and inclusion

Presenter: Courtney L. Young, University Librarian at Colgate University

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Disability 101

[Recorded on 7/13/21]

This session will be a broad introduction to what disability is, what the Americans with Disabilities Act says, and how we in libraries can assist patrons with disabilities who use our services and spaces. We will cover a variety of topics including some disability statistics, examples of good and poor accessibility, as well as where to get more information.

Learning Objectives:

- What is a disability?
- Americans with Disabilities Act
- How libraries assist patrons with disabilities

Presenter: JJ Pionke, Applied Health Sciences Librarian at the University of Illinois at Urbana-Champaign

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Disability 201: Disability in the Workplace: Let's talk about accommodations and boundaries

[Recorded on 8/18/21]

This session will briefly talk about the Americans with Disabilities Act and what the law says about accommodations. Then we will segue into a discussion of what the accommodation process can look like and what to prepare for. Finally, we will discuss boundary setting and tips and tricks to navigating library workplaces with disabilities, especially chronic ones. This session will involve lecture, with a QA to follow, however questions are encouraged throughout the session.

Learning Objectives:

- Overview of Americans with Disabilities Act
- Accommodations
- Navigating library workplace with disabilities

Presenter: JJ Pionke, Applied Health Sciences Librarian at the University of Illinois at Urbana-Champaign

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Disability 301: Recruiting a Person with a Disability: Dos and Don'ts

[Recorded on 10/19/21]

In this session, the presenter will talk about accessibility for people with disabilities during the accommodation process as well as increasing recruitment of people with disabilities. The presenter, a person with disabilities himself, will use personal experience to discuss these issues and will encourage questions throughout his session to elicit a robust discussion rather than a lecture.

Learning Objectives:

- Accessibility for people with disabilities
- Accommodations process
- Recruiting people with disabilities

Presenter: JJ Pionke, Applied Health Sciences Librarian at the University of Illinois at Urbana-Champaign

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Policing In Libraries and the Fog of Implicit Bias

[Recorded on 10/21/21]

Presenters Jarrett Dapier and Dr. Emily Knox will present information regarding how/why to reduce police presence in libraries, how to change white supremacist library policies, and how "the fog of implicit bias" influences who is considered a threat and who is not in our spaces.

Learning Objectives:

- Identify how police presence in the library can threaten patron safety, harm patrons, and cause lasting, unintended and traumatizing consequences for patrons
- See how anticipatory action, preventive practices and expanded resources are needed to avoid future situations that commonly lead to police calls
- To understand how the "fog of implicit bias" clouds judgment with regards to determining who is and who is not a threat worthy of police presence in your library and how to work to unlearn that bias

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Diversity Works: Building an Inclusive Workplace

[Recorded on 6/22/21]

This highly interactive session will take an in depth look at the diversity in the workplace. The group will explore topics including the meaning of diversity and the benefits of a diverse workplace, inclusion, unconscious bias, and cultural competency and civility. Participants will discuss various workplace scenarios to explore these concepts. Training will include tips for creating an inclusive workplace and having difficult conversations about diversity and inclusion.

Learning Objectives:

- Benefits of diverse workplace, inclusion, unconscious bias, and cultural competency and civility
- Ways to have difficult conversations about diversity and discrimination

Presenter: Barbara Baker & Vanessa Bullock

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Diversity Works: Understanding Discrimination and Harassment in the Workplace

[Recorded on 5/13/21]

This highly interactive session will explore the meaning of diversity and the benefits of an inclusive workplace. The session will cover discrimination and harassment laws and participants will discuss various workplace scenarios to explore discrimination vs. inappropriate behavior. Training will include tips for creating an inclusive workplace and having difficult conversations about diversity and discrimination.

Learning Objectives:

- Discussion of discrimination and harassment laws
- Tips for creating inclusive workplace
- Ways to have difficult conversations about diversity and discrimination

Presenters: Barbara Baker & Vanessa Bullock

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Building Empathetic Collections: Fostering Empathy and Kindness in your Community

[Recorded on 4/28/21]

Literature creates a gateway to help library patrons understand concepts of empathy, compassion and kindness. Creating a curated collection of library resources inspires and fosters understanding of others and different perspectives and is the foundation of building a climate of empathy in the library. Empathy is transformative and can bring about positive change in the community.

Presenter: Meghan Harper, Ph.D, Professor, Kent State University in Kent, Ohio.

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LGBTQ+ Readers' Advisory

[Recorded on 4/1/21]

Join us for a series of book talks on LGBTQ+ fiction and non-fiction for young adult and middle grade readers. We'll talk about some classic LGBTQ+ titles as well as the newest offerings and examine resources available to provide your own recommendations. We will also talk about the importance of "own voices" books to teens and tweens, allowing libraries to better relate to their LGBTQ+ population and to provide better resources to their communities as a whole.

Learning Objectives:

- Make recommendations to students asking for LGBTQ+ books and feel empowered to booktalk these resources for students who may not feel comfortable asking individually
- Gain familiarity with blogs, message boards, and review sites that focus on LGBTQ+ books and their place in the community
- Understand why it is important to provide "own voices" books to teens and tweens and understand the varying degrees of the LGBTQ+ spectrum

Presenters: Christopher Brackett, librarian at the James Weldon Johnson Community Library in St. Petersburg, FL & Tricia Smith, librarian in the St. Petersburg Library System

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Welcoming Transgender Customers

[Recorded on 3/10/21]

As rights for transgender people continue to be challenged and threatened, Denver Public Library strives to be a welcoming place. Join us to learn how to provide excellent internal and external customer service to individuals at your library. This session will help participants reframe ideas around gender, give them best practices for serving trans customers and colleagues, and end with developing strategies to make their libraries gender inclusive.

Learning Objectives:

- Give empathetic and equitable service to all customers
- Have knowledge of social and legal issues impacting transgender customers
- Challenge assumptions and discuss ways to encourage inclusivity in language and action

Presenters: Bec Czarnecki, City Librarian at Denver Public Library & Adrian Johnson, Library Program Associate at the Denver Public Library

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Communication Strategies: Working With the Deaf Community

[Recorded on 7/16/20]

It is increasingly important to make certain we are able to communicate effectively with everyone in our communities. The Deaf community faces new communication barriers as the presence of face masks at work and in public becomes the new norm. Join Bill Morgan, Artistic Manager, SignStage, for an overview of Deaf culture and the opportunity to learn common ASL (American Sign Language) signs used in a library setting.

Learning Objectives:

- Learn about Deaf Culture
- Learn common ASL signs for Libraries

Presenter: William (Bill) Morgan, Artistic Manager at CHSC (The Cleveland Hearing and Speech Center)

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Learning does not end in the classroom: Workbooks for self-directed learning about equity, diversity and inclusion

[Recorded on 1/29/20]

While classroom training has an important place in library staff education, learning is extended and reinforced when staff have the opportunity to work through difficult topics outside of the classroom. In order to support staff learning about issues of equity, diversity and inclusion, Multnomah County Library has developed a “Racially Just” toolkit, containing activities staff can use to learn on their own, with colleagues or in their staff groups.

Learning Objectives:

- Recognize some of the indications that an organization is ready to support staff with self-paced learning about EDI
- Describe the process staff at Multnomah County Library undertook to develop self-paced learning about EDI, and how you might modify that process in your own organization
- Access resources to help with your own EDI training efforts

Presenter: Amy Honisett

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Cataloging is not neutral: improving equity and inclusion in resource description

[Recorded on 3/26/19]

Working toward equity and inclusion in library services is not just the responsibility of public-facing staff. As catalogers and other metadata professionals, viewing our controlled vocabularies and classification systems with a critical perspective can make us more aware of the inherent biases and oppressive language present in those systems. This presentation will discuss the political and social aspects of systems including Dewey Decimal Classification, Library of Congress Classification, and Library of Congress Subject Headings. It will give examples of problematic structures and language, and offer some practical steps libraries have undertaken to improve inclusion and social consciousness in the ways we describe our resources.

Learning Objectives:

- Participants will engage critically with the structural and cultural biases in controlled vocabularies and classification systems.
- Participants will examine specific examples of exclusionary language and problematic arrangement of resources used in libraries today.
- Participants will learn about measures libraries have taken to put critical cataloging into practice.

Presenter: Andrew Clark, Discovery and Metadata Librarian for Simmons University Library

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Services for Immigrants (and your community) - Lessons Learned from Library Services for Immigrants and New Americans

[Recorded on 2/20/19]

In her book *Library Services for Immigrants and New Americans*, Jennifer Koerber reviewed programs and services provided by more than 20 libraries across the country. In this webinar, she'll share 5 case studies and highlight the best practices they represent, including how to broaden the scope to include long-time residents and other community members.

Presenter: Jennifer Koerber

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Beyond Rosetta Stone: How Libraries Can Support English Language Learners

[Recorded on 11/28/18]

Providing Library access to English Language Learners (ELL) can be much more than developing your foreign language and ESL collections. Those learning English can have more pressing information needs and all staff can play a part in creating a welcoming environment. Keep ESL patrons coming back (hint, it's not just the free services but the new connections and relationships they make at the Library) and provide programming opportunities for the entire community to engage.

Learning objectives:

- How to effectively welcome the ELL community into the Library using best practices in outreach
- How to engage ELL patrons with staff encounters, signage, relevant programming, collections and volunteerism
- Learn about grant funding and potential community partnerships

Presenter: Ginger Hofstetter

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Programming for Intellectual and Developmental Disabilities

[Recorded on 8/2/18]

Rhonda Johnston, Adult Outreach Coordinator, Reed Memorial Library focuses on connecting historically underserved populations with library resources. She has transformed the storytime for adults with developmental disabilities into a fun and engaging learning session that has opened the door for this patron group to become fully integrated with what the library has to offer. They have seen incredible growth in the patrons.

Learning Objectives:

- Understanding our patrons
- Ways to be inclusive
- Inclusive programming

Presenter: Rhonda Johnston, Adult Outreach Coordinator, Reed Memorial Library

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Everyday Disability: Welcoming Patrons with Disabilities

[Recorded on 2/28/18]

People with disabilities, be it physical, mental, or medical, are among the most disadvantaged in our society. According to the US Department of Labor, only 16% of people with disabilities will complete a Bachelor's and less than 50% will find gainful employment.

This session will offer actionable strategies for welcoming patrons and staff with disabilities into your libraries. A brief presentation will be followed by case studies with a focus on group brainstorming and a time for questions and discussion.

Presenter: Vera Hayes, Young Adult Librarian

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ALAO/SWON Innovation Conversation: What We (don't) Talk About When We Talk About Diversity

[Recorded on 1/24/18]

ALA lists "diversity" as one of its 11 core values. Lately, the rhetoric around "diversity" has expanded to include the terms "inclusion" and "equity." Typically, when we use the word "diversity" we refer to specific categories of identity: race, gender, ability, and sexual orientation, to name a few. As colleges and universities engage in more diversity initiatives, how is the conversation around diversity, equity, and inclusion taking shape? What do we mean when we talk about diversity in academic libraries? What is left unsaid when these conversations take place? Focusing on race, this session will challenge attendees to unpack, rethink and reframe the diversity conversation.

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