DEIA Webinar Bundle: Organizational Culture

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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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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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.

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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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 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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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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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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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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