

Equity, Diversity, and Inclusion & Our Libraries

Umatilla County Special Library District Fall In-service 2019

By Nick Nash

To begin

- * What is one of the things that you love about the community that you live in (or that you work in)?

Who are you?

- * I was born and raised in Pendleton.
- * Moved back to Eastern Oregon almost 2-years ago after living outside the area for about 15-years.
- * I work at Eastern Oregon Business Source as a Community Development Consultant.
- * I have a PhD in Philosophy, and I teach at BMCC.
- * I am also a board member of the Umatilla County Special Library District.
- * I never thought I would be able to live in Eastern Oregon again.

The Plan

- * Discussion Rules
- * Talk about Equity, Diversity, and Inclusion.
- * Talk briefly about pronouns, and acknowledging native lands.
- * Have a discussion about Equity, Diversity, and Inclusion and our libraries.

The American Library Association has excellent resources on Equity, Diversity, and Inclusion and libraries.

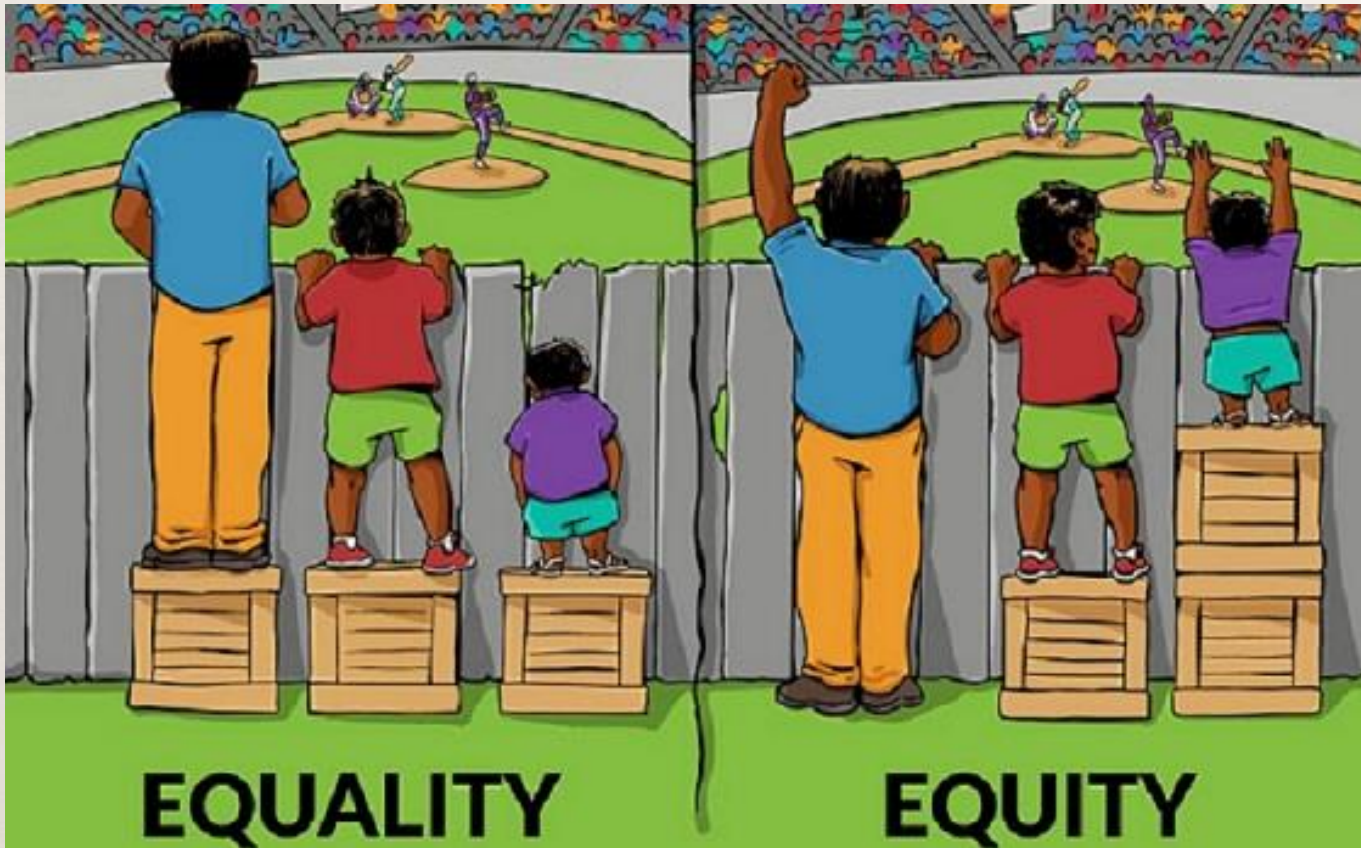
The Rules

- * It is vital to understand thinking about about equity, diversity, and inclusion as a process, or a journey.
- * We will all make mistakes.
- * What matters is that we put ourselves in a mindset to recognize our mistakes and to make progress.
- * Some of these topics might make us uncomfortable or angry. This is ok (as long as we remain respectful to our peers).
- * It is important to be kind to each other, and to recognize that everyone is at a different place in their process.
- * This session will only work if we interact with each other.
- * Please feel free to shout out, or to raise your hand.

Diversity

- * What are some of the different ways that our area is diverse?
- * “Diversity” in “Equity, Diversity, and Inclusion” is not just about racial diversity.
- * Diversity is best understood to include all of the different possible conditions of our identity including race, ethnicity, national origin, gender, gender identity, sexual orientation, class, disability status, geography, and age.
- * However, diversity DOES include racial diversity.

Equity vs. Equality



Equality is treating everyone the same.

Equity is giving everyone what they need to be successful.

Equity vs. Equality

- * What are some examples of situations where equity is practiced and is successful, but equality would be less successful, or would fail?

Inclusion

- * Inclusion is about bringing traditionally excluded individuals/groups/voices into the decision making process.
- * Who are some traditionally excluded groups or voices?
- * What are the benefits of including new voices and points of view in our decision making process?
- * A tricky thing about inclusion is that it may not be as easy as simply extending an invitation to participate.

What does this mean?

- * Now we are going to talk about pronouns, and statements acknowledging native lands.

What does this mean?

Rachel Bernstein

October 23, 2019 at 10:54 AM



Re: reflective conversations facilitator training--registration fee

To: Nick Nash

 Siri found new contact info in this email: Rachel Bernstein r.bernstein@... [add to Contacts...](#) 

Hi Nick,

Here's a link to pay via credit card: <https://www.paypal.com/invoice/p/#WS7GMY7BTWL3CQ35>

*Rachel

Rachel Bernstein (she/her/hers)

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[See More](#) from Nick Nash

What does this mean?

Some possible pronouns:

- * She/her/hers
- * He/him/his
- * They/them/theirs (as a gender neutral pronoun)
- * Just my name please

Note that this is not an exhaustive list.

What does this mean?

Mikaela Schey

Program Coordinator

Pronouns: they/them/theirs 

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Mikaela joined Oregon Humanities in 2013. They coordinate the Conversation Project and the Oregon Poet Laureate program, and brings their passion for balancing human relationships and logistics to work. They grew up in Madison, Wisconsin and graduated Portland State University with a degree in Community Development. Mikaela lives in Southeast Portland and enjoys cooking, writing and listening to stories of hope.

What does this mean?

CS 160
BI 101-36 Lab
PHL 101
WR 122
WR 115
WR 060

Thanks!

J.

Jacelyn Keys, MA, M.Ed.

(She/Her/Hers)

Hermiston Center Director

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What does this mean?

What do I do if I misgender someone?

- * It's okay! Everyone slips up from time to time. The best thing to do if you use the wrong pronoun for someone is to say something right away, like "Sorry, I meant (insert pronoun)."
- * If you realize your mistake after the fact, apologize in private and move on.
- * A lot of the time it can be tempting to go on and on about how bad you feel that you messed up. Don't do this! It is inappropriate and makes the person who was misgendered feel awkward and responsible for comforting you, this isn't their job.

What does this mean?

In countries such as New Zealand, Australia, Canada, and among tribal nations in the US, it is common place, and even policy, to open events and gatherings by acknowledging the traditional Indigenous inhabitants of that land. This practice is in the early stages of acceptance in the United States.

What does this mean?

Blue Mountain Community College's Honoring Native People Acknowledgement.

Honoring Native Peoples Acknowledgement. This event is taking place on the traditional Cayuse, Umatilla, and Walla Walla homelands. At this time, we would like to pay respects to our elders both past and present and thank them for their stewardship of these lands. We extend that respect to all indigenous people today.

What does this mean?

- * It is important to recognize that a process is often involved in establishing these statements.
- * If you are interested in more information, there are a wide variety of comprehensive resources available.

Discussion/Interaction

- * Pass out the hand out with questions.
- * Give you time to answer each of the three questions on your own.
- * Then we will break into small groups and discuss the questions.
- * Then we will come back together and discuss the questions as a large group.
- * I have tried to write the questions so that we get to talk about both things that are going well, and things that could be improved.
- * You all will learn a lot more from each other than from me.

Discussion/Interaction

- * Taking into account all of the different elements of diversity, what does diversity look like in your community? What parts of your community are regular library patrons? What parts are not? What kinds of things does your library do to encourage your regular patrons? What is one thing that you can do to encourage more diversity among your patrons?
- * Keeping in mind the distinction between equality and equity, what kinds of things does your library do to ensure access to all of your community? What is one way you can improve?
- * Imagine that every member of your community regularly came to your library. What parts of your library would be the same, and what parts would be different?

Thank you!