

Fall 2023

ALL STAFF IN-SERVICE

Preparing Ourselves for Difficult Conversations:
Misinformation, Antiracism, and Fake News

November 3, 2023

GROUND RULES:

1. Come with a beginner's mind.
2. Active listening is a must.
3. Remain open, with curiosity modeled by responding with questions before responding with your own interpretation or explanation of impact in regards to someone else's comments.
4. Recognize and acknowledge people's experiences. The person/people you are in conversation with are bringing their own perspective, shaped by their own experiences (culture, history, practices, upbringing).
5. Prioritize your individual needs.
6. Everyone has agency, and, regardless of agreement and alignment, everyone is worthy of being valued in the dignity of their humanity.
7. Disagree, but don't be Disagreeable.
8. Stories stay... but lessons leave.
9. This training alone is not a checklist, a meeting, or a one-time commitment. Make small, realistic, challenging commitments to grow, learn and evolve.



TED Talk:
What it takes to be racially literate |
Priya Vulchi and Winona Guo

<https://www.youtube.com/watch?v=Bs2Fv3YiSFM>

< start to 8:38 >

“Implicit bias is most easily validated as a predictor in quick ‘flash’ decisions, in pressured or vulnerable decision points, and in ambiguous contexts with low contrast between the decision points. Implicit bias as a pre-conscious cognitive process has been validated by rigorous research, and it was referenced recently in a U.S. Supreme Court ruling as a valid impact that requires redress. (Texas Department of Housing v. The Inclusive Communities Project) It is real, and it’s really hard to see implicit bias in ourselves. We have to be vigilant or else its very likely that implicit bias will have unintended impacts.”

How to keep implicit biases from impacting choices made during times of stress

- Jane Waite, senior associate for Social Justice Learning & Engagement and director of the Social Justice Initiative with the Office of Faculty Affairs, Oregon State University.

<https://today.oregonstate.edu/story/how-keep-implicit-biases-impacting-choices-made-during-times-stress>

small group discussion - 2 questions

- 1) How are you feeling about the things happening in the world and in libraries today?
- 2) How are you entering this conversation today?

THE #1 NEW YORK TIMES BESTSELLER

So you want to talk about race

"Fascinating, real,
and necessary."
—THE NEW YORK TIMES

Ijeoma Oluo

- 1) Do you think black people are poor, same reason white people are poor?
- 2) Do you think it's really about race? (p. 9 of book)

1. I can if I wish arrange to be in the company of people of my race most of the time.
2. If I should need to move, I can be pretty sure of renting or purchasing housing in an area which I can afford and in which I would want to live.
3. I can be pretty sure that my neighbors in such a location will be neutral or pleasant to me.
4. I can go shopping alone most of the time, pretty well assured that I will not be followed or harassed.
5. I can turn on the television or open to the front page of the paper and see people of my race widely represented.
6. When I am told about our national heritage or about “civilization,” I am shown that people of my color made it what it is.
7. I can be sure that my children will be given curricular materials that testify to the existence of their race.
8. If I want to, I can be pretty sure of finding a publisher for this piece on white privilege.
9. I can go into a music shop and count on finding the music of my race represented, into a supermarket and find the staple foods that fit with my cultural traditions, into a hairdresser’s shop and find someone who can cut my hair.
10. Whether I use checks, credit cards or cash, I can count on my skin color not to work against the appearance of financial reliability.
11. I can arrange to protect my children most of the time from people who might not like them.
12. I can swear, or dress in second-hand clothes, or not answer letters, without having people attribute these choices to the bad morals, the poverty, or the illiteracy of my race.
13. I can speak in public to a powerful male group without putting my race on trial.
14. I can do well in a challenging situation without being called a credit to my race.
15. I am never asked to speak for all the people of my racial group.
16. I can remain oblivious of the language and customs of persons of color who constitute the world’s majority without feeling in my culture any penalty for such oblivion.
17. I can criticize our government and talk about how much I fear its policies and behavior without being seen as a cultural outsider.
18. I can be pretty sure that if I ask to talk to “the person in charge,” I will be facing a person of my race.
19. If a traffic cop pulls me over or if the IRS audits my tax return, I can be sure I haven’t been singled out because of my race.
20. I can easily buy posters, postcards, picture books, greeting cards, dolls, toys, and children’s magazines featuring people of my race.
21. I can go home from most meetings of organizations I belong to feeling somewhat tied in, rather than isolated, out-of-place, outnumbered, unheard, held at a distance, or feared.
22. I can take a job with an affirmative action employer without having co-workers on the job suspect that I got it because of race.
23. I can choose public accommodations without fearing that people of my race cannot get in or will be mistreated in the places I have chosen.
24. I can be sure that if I need legal or medical help, my race will not work against me.
25. If my day, week, or year is going badly, I need not ask of each negative episode or situation whether it has racial overtones.
26. I can choose blemish cover or bandages in “flesh” color and have them more less match my skin.

Misinformation?



Stories of Us –
Yeonmi Park: My Terrifying Escape from North Korea

<https://www.youtube.com/watch?v=1RrdxIqDmTA>

< 6:50-10:45 >



Global Campaign to Combat Ageism –
#AWorld4AllAges

<https://www.youtube.com/embed/7tThSqTWsCs>

< all >



OLA Pre-Conference (April 6, 2021) – Inspirations, Burdens and Lies

<https://www.youtube.com/embed/qkP2votLQgl>

< 19:46-24:45 >

Umatilla County Health Department – presentation on available services



<https://ucohealth.net/>

First Responder – Narcan presentation

Lunch



Accessibility vs. Inclusive Design

<https://www.youtube.com/embed/hE83Qn-PTGA>

< extra video, not viewed during in-service... >



Multnomah County Library:
Creating conditions for equity to flourish
Sonja Ervin, Equity & Inclusion Manager

<https://www.youtube.com/embed/SKGlxh-zc0Y>

< extra video, not viewed during in-service... >

Stephanie Partida: OLA Takeaways –
Playaway Audiobooks, Wonderbooks, and more...

Elevator Talks & Debrief

Amanda Hespel: OLA Takeaways

Adams Public Library

OLA Conference Report



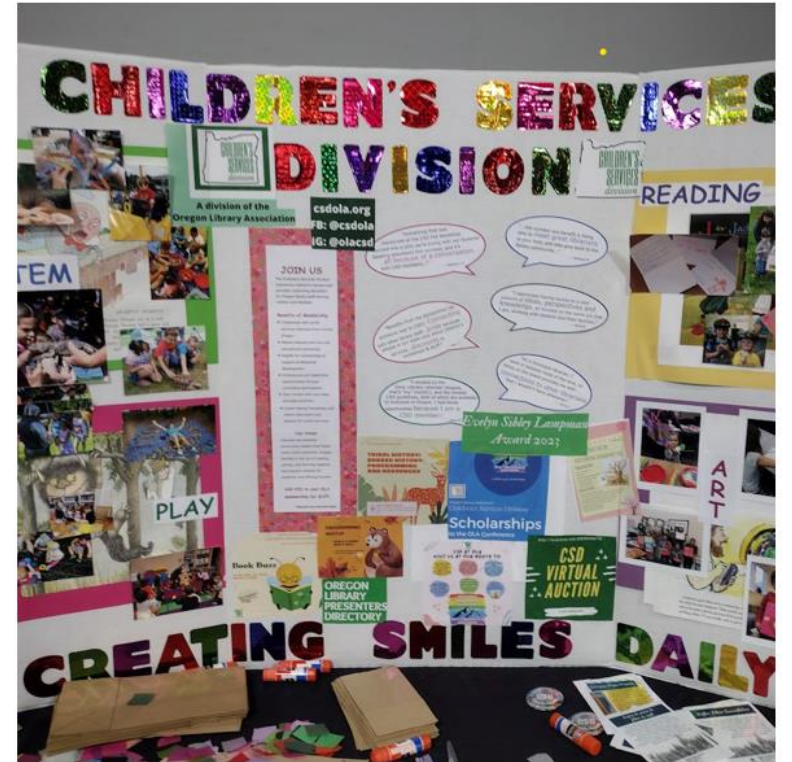
Connections

- Librarians
 - Having the opportunity to meet and talk with other Librarians
- Authors
 - Meeting Authors and purchasing signed, new release books



Sessions

- Next Level Storytime
- Great Teen Advisory Groups-
See How They Run
- Mental Health Matters-
Brainstorming Library
Mental Health Services For
All Ages



Bingo

Cecili Longhorn: Marketing & Outreach strategies to engage your community

Director's Meeting

&

Support Staff Meeting

Wrap Up
Door Prizes
Evaluations