

HOORAY 4 / SOCIAL JUSTICE ORG

Building a culture of radical inclusivity in your library

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Social justice

We **create a *radically inclusive culture*** that seeks to understand bias and dismantle systemic oppression that prohibits groups and individuals from achieving their full potential. We embrace the library's professional obligation to **ensure equitable access to opportunity**. We recognize that by elevating all the voices in our community, we fulfill our charge in curating, preserving, and serving.

A Radical ly inclusive Library is

Empower ing: Equitable access requires the elevation of less heard community members so all people are valued within the library culture

Support ive: The library demands nothing of the visitor and offers facilitation of community member solutions to challenges and development of aspirations

Resil ient: Socially embedded so that the library program strengthens social fabric

Pr eser ving: To preserve community and cultural memory, is to include all voices - if we have not actively sought all voices, the preservation isn't complete

Action

Rise Up!

Yes

NO

Margo

Eli

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Yes



No

Supporting one political candidate over another **because the other is an open white nationalist**

Yes



No

Using the phrase “Social Justice” in programming, public statements, or advocacy efforts?

eg. “Free Event: Social Justice for Immigrants”

Yes



No

Would you **sponsor** a program **advocating** the end of solitary confinement for imprisoned youth knowing that Democratic National Convention attendees would be touring your library?

Yes



No

Leading a panel discussion
supporting transgender rights
on new rules governing transgender
bathroom use being considered by the
local school district

Passive



Active

Be a forum for
information



Fight for Equal
Opportunity

Provide materials
from all perspectives



Take targeted materials to
people where they are

Be supportive



Hold a support group

Be welcoming



Expect Nothing in Return



Build a culture

Build a movement

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Why is Social Justice our business?

*We provide the highest level of service to all library users through appropriate and usefully organized resources; **equitable** service policies; **equitable** access; and accurate, unbiased, and courteous responses to all requests.*

-- ALA Code of Ethics

Non-Programmatic Ways to be Radically Inclusive?

Current Context

“What’s more, when it’s harder to get your neighborhood librarian to respond to a simple email about opening hours, it’s not much of a leap to imagine other interactions — dealing with a computer help desk, the front office at a school or just the dry cleaner — that go less smoothly.”

<https://www.nytimes.com/2017/10/06/business/economy/racial-discrimination-government-officials.html> By JUSTIN WOLFERS OCT. 6, 2017

Talk it out

Group Discussion- 10 minutes

Case study # 1 or # 4

Case Study # 1: But They Are Too Young

A parent of a 5 year old has complained because your Children's Librarian read "Jacob's New Dress" at the last story hour, a book which describes a young boy who wants to dress up as a princess but gets teased by the other boys. What made the parent so angry was that there was no warning ahead of time that the book would be read: "If some parents want to raise their sons to wear dresses, I have no problem with that, but I have the right to raise my children how I want to."

Case Study #4: Maybe He Was Just Joking

Your library runs an after school program. There are often 30 or more children and it can be a bit overwhelming. Occasionally you hear a child say something mean to another child. You figure you don't always have time to engage them in deep discussion on ethics, and really it's not your job--that's why they have parents. This week, you have overheard three middle school students use a derogatory word to describe another child, an immigrant. It bothers you that they are not more welcoming and you wonder where they are getting it from.

Create a Culture Supporting Social Justice:

- Say it often-- “This Library is for everyone”
 - Newsletters, Buttons, Posters, Displays
- Do it often--It get’s easier when it becomes the norm
- Start with Why-- In advertising and all communication, the first line should be “The X Library supports equal rights and equal opportunity for everyone in the community
- Say it beyond the library walls

Create Policies That support:

- Proactive, Inclusive, and Universal Programming
- The library's role as provider of equal opportunity
- Distance / out of the library services
- Clear guidelines when to call the police/social services/911
- Not gathering unnecessary information
- Caution in photography/video/live streaming
- Opt-ins rather than opt-outs
- Patience with behavior issues

Why is Social Justice our business?

“Neutrality helps the oppressor, never the victim”

-- Elie Wiesel

Hooray 4 Contacts!

hooray4.org/socialjustice

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