**Learner Guide: Doing the Work Externally and Internally: Race, Equity, Diversity and Inclusion**

<https://www.webjunction.org/events/webjunction/doing-the-work-race-equity-diversity-inclusion.html>

**Event Description**: How does a library respond to a community in deep crisis around race and social justice? That’s the question that Richland Library in Columbia, S.C., grappled with in 2017. Recognizing that there was no single answer, they launched initiatives on multiple internal and external fronts. Starting with a Social Awareness Taskforce, geared toward community engagement and courageous conversations, they explored topics surrounding social and criminal justice, women’s rights and race. By using innovative approaches like Circles of Dialogue and mobile empathy labs, nearly 1,500 people have participated in the library’s race, equity and inclusion programming. To further their efforts, they have also focused internally, empowering staff to lead the charge to understand their biases, macroaggressions, and cultural competence through Let’s Talk gatherings, Check Your Bubble worksheets, and other effective tools. Hearing how Richland Library moved the needle on honest dialogue, empathy, and equity with their staff and community, you will be inspired to dig in and do the work at your own library.

**Presented by:** Richland Library (SC) staff, including **Tamara King**, Community Relations Director and 2019 Library Journal Mover & Shaker; **Ci Ci Holloway**, Human Resources Director; and **Dee Robinson**, Director of Library Experience, Branches.

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| **What are your goals for viewing this webinar?** |
| **Personal Goals** |  |
| **Team Goals** |  |
| **Check Your Bubble** |
| The Richland Library team found the Check Your Bubble exercise to be a valuable start to their community’s DEI (Diversity, Equity and Inclusion) work, both internally and externally. Explore the [Check Your Bubble handout](https://www.webjunction.org/content/dam/WebJunction/Documents/webJunction/2019-12/Lets-Talk-About-Race_Check-Your-Bubble.pdf) (pdf) and [discussion questions](https://www.webjunction.org/content/dam/WebJunction/Documents/webJunction/2019-12/Check-Your-Bubble-Discussion-Questions.docx) (doc) to start. Discuss or consider ways to present internally with your staff, and externally with your community.  |

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| **Getting Strategic on Diversity, Equity and Inclusion (DEI)** |
| The Richland Library formed the Social Awareness Taskforce (SAT) and the Race and Social Equity Strategic Plan Team recommend the following steps for your team’s strategic approach:Step 1: **Define Your Goal**. What is the problem statement? What role should your library play in promoting DEI system wide? Community wide? What do you want your staff make up to be in five years? More diverse, more reflective of your surrounding community?Step 2: **Assemble Your Team**. Who should be at the table? What staff members are interested in doing the work and charting this new path. Your group should consist of a diverse group of team members to ensure varied viewpoints and perspectives are represented. It is also wise to not have more than 10-12 people in your initial group. A smaller group creates an atmosphere of intention and focus. Too many in a group can paralyze the mission. Step 3: **Craft a purpose statement and develop a strategic plan**. Having defined action items and goals keeps the group on task.Step 4: **Get trained.** Facilitation is a skill. Investing in training for your team will ensure a solid foundation and give your work validity. Step 5: **Do the work**. DEI is not a sideline sport. To be effective you have to get in the game and do the work. A successful DEI initiative or project does not happen by happenstance. Intention is the most important step! |
| **Facilitating Community Dialogue**  |
| Richland began their work in this area with the community, hosting sessions called Circle of Dialogue and Let’s Talk Race.Review Richland Library’s [Circle of Dialogue Guidelines](https://www.webjunction.org/content/dam/WebJunction/Documents/webJunction/2019-12/circle-of-dialogue-guidelines.docx) and brainstorm with your team, additions for your community conversations:For additional ideas on facilitating conversations, review ALA’s [Dialogue & Deliberation Resources for Libraries](http://www.ala.org/tools/librariestransform/libraries-transforming-communities/dialogue-deliberation-resources) (see also [webinars](http://www.ala.org/tools/libraries-transforming-communities/online-learning) on the approaches) and consider the approach that might work best for your community and discussion topics. |
| **Action Plan:** (include some simple next steps, along with who, when, etc.) |
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