**Hooray for Dissent! Moving Beyond a Culture of Conformity**

**Learner Guide**

<https://www.webjunction.org/events/webjunction/hooray-for-dissent.html>

**Webinar Description**

Dissent and conflict are critical components of progress and are catalysts that move individuals, institutions, and communities toward systemic change. Author Cass Sunstein writes, "Behavior that is sensible, prudent, and courteous is likely to lead individuals and societies to blunder." Librarianship, on the whole, is prone to such behavior, choosing conformity over conflict, and inertia over action. Authentic dissent in librarianship can be a catalyst to facilitate positive change against systemic oppression in libraries, and in society at large.

**Presented by**: Margo Gustina and Eli Guinnee

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| **What are your goals for viewing this webinar?** |
| **Personal Goals** |  |
| **Team Goals** |  |
| **Assessing Personal Dissent Tolerance: Reflecting on Success** |
| When have you dissented in your personal or professional life that has had a meaningful impact? 1.

 3. 4. 5. |
| **Assessing Personal Dissent Tolerance: Comfort Level**  |
| When you have successfully dissented, what were the conditions?What were your motivations for dissenting? Does it feel risky to dissent? If so, what are some of the risks you feel most strongly? Does your organization tend to encourage dissent or consensus more? |
| **Assessing Personal Dissent Tolerance: Self-Assessment** |
| Use the Hooray for Dissent [*Self-Assessment*](https://hooray4dotorg.files.wordpress.com/2020/01/h4dissent-self-assessment.pdf)(pdf) to consider your own ability to dissent when it is important to do so. In what areas would you like to improve?1.

 3. 4.5. |
| **Assessing Organizational Dissent Tolerance: Self-Assessment** |
| Use the Hooray for Dissent [*Organizational* *Self-Assessment*](https://hooray4dotorg.files.wordpress.com/2020/01/h4d-organization-self-assessment.pdf)(pdf) to consider your organization’s culture of Dissent. In what ways is your organization pro-Dissent?In what ways does it discourage Dissent? |
| **Action Plan:** (include some simple next steps, along with who, when, etc.) |
| What thoughts or goals do you want to hold in your mind when you weigh the costs and rewards of dissent in the future? How can your organization modify its structures and processes to allow for more productive dissent?  |