Progressive Stacking in Chat

- We invite **BIPOC** (Black, Indigenous, People of Color) to **add an *asterisk before your question or comment in chat**.

- Progressive stacking is a technique intended to give marginalized voices a greater chance to speak.

- We will be compiling questions during the session and will prioritize those with an asterisk. Learn more about [Progressive Stacking](#).

Ekatrina Sotomayor

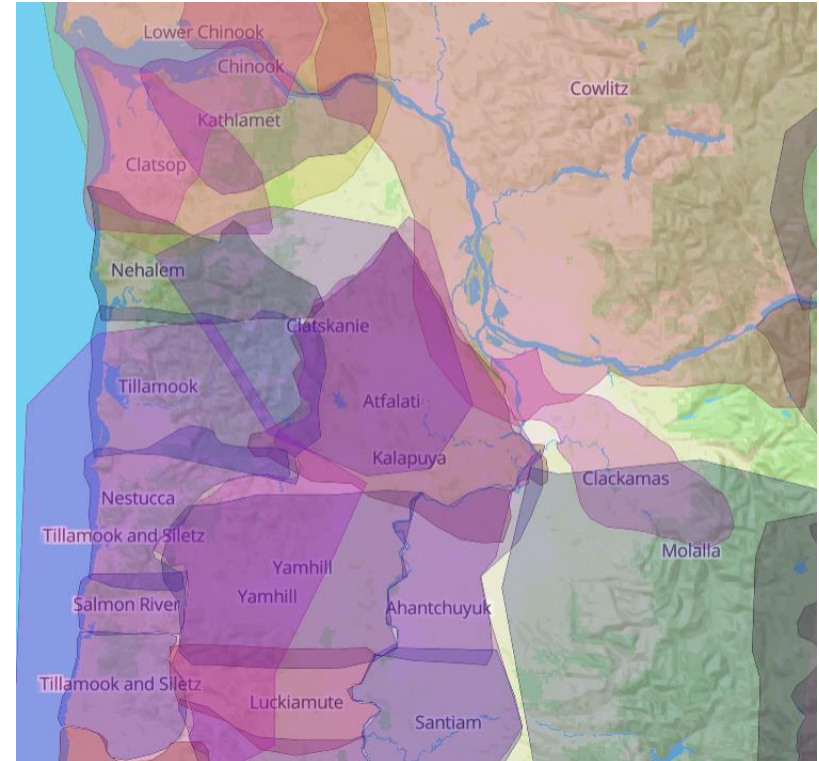Access Services Assistant, Multnomah County Library, Oregon

Amy Honisett

Learning and Development Specialist, Multnomah County Library

Acknowledgement of Indigenous land

- We acknowledge and honor all of the original Indigenous peoples of the land upon which Multnomah County Library stands.
- Visit Native Land Digital to acknowledge territories local to your area.

Strengthen Equity, Diversity, and Inclusion Practice Through Self-Paced Learning

Amy Honisett - Learning and Development Specialist, Multnomah County Library

Ekatrina Sotomayor - Access Services Assistant, Multnomah County Library

Multnomah County Library

Today we will cover...

- How to recognize some of the indications that your organization is ready to support staff with self-paced learning about EDI

- The process staff at Multnomah County Library undertook to develop self-paced learning about EDI

- The benefits of collaboration

Laying the foundation

Making connections for a stronger community

- We help people learn, create, have fun and understand their world.
- We connect people to help solve shared problems.
- We help people build trust and work toward common goals.

Removing barriers

- We help people better understand each other and respect differences.
- We invest in people who face the greatest barriers in life.
- We use public resources in ways that make the greatest impact.

Helping meet basic needs

- We work to provide safe, welcoming and clean spaces that serve many different needs.
- We create services and partnerships that increase personal safety, food security, health, and access to shelter.

Honoring the past, embracing the future

- We have books and materials people want.
- We protect freedom of thought and expression.
- We use research and community input to shape our services and spaces.

Photos: courtesy Multnomah County Library

As a result of the COVID-19 pandemic we face profound challenges now and for the foreseeable future. People of color and communities subjected to marginalization are experiencing higher risk and worse outcomes from COVID-19 as a result of systemic inequities.

Multnomah County Library will focus library resources on our community's recovery, starting with those most deeply impacted by the crisis. Equity is at the core of the library's response, and the priorities below center equity and lived experience.

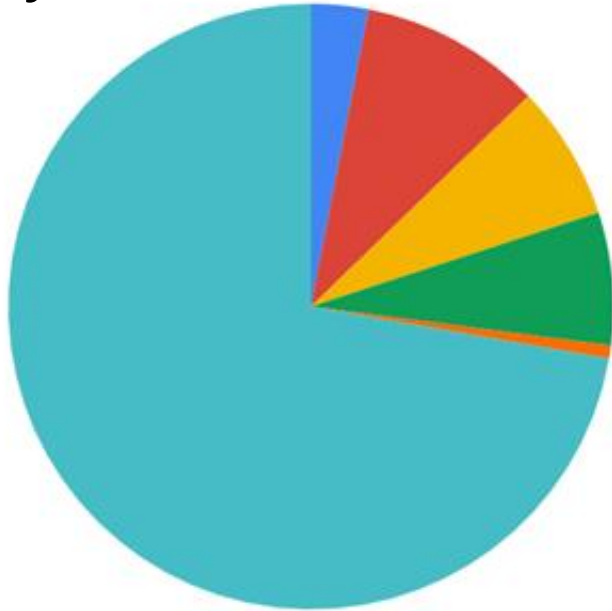**Helping people find work and develop career skills**

Supporting education and learning for all ages
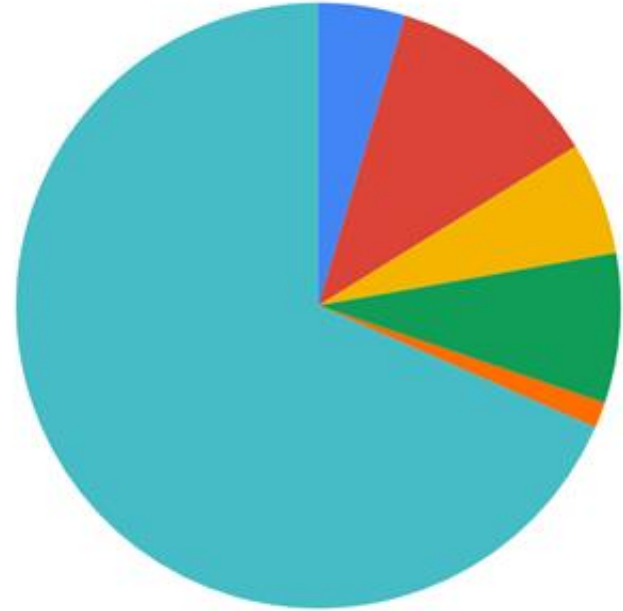
Enhancing and diversifying virtual services

Technology training, access, and assistance for all

Creating and maintaining safe and healthy spaces

Library staff

County population

Two or more races · Hispanic/Latino · Black or African American · Asian · American Indian or Alaskan Native · White

Diversity is not the same as inclusion

- Share power in hiring process and beyond

- Safe avenues for feedback

- Hiring for inclusivity not only diversity (not just entry level)

- Opportunities for professional development and promotion

Spaces for healing and action

Photo: courtesy Multnomah County Library

MCL equity and inclusion team

Training

Photos: courtesy Multnomah County Library

The process

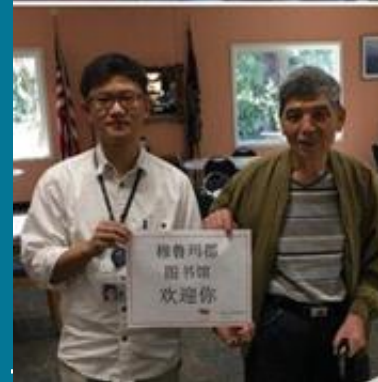# Learning styles

Variety of activities

Resources:

- Videos
- Articles
- Books
- Podcasts
- Radio news programs

Collaboration

Subject matter experts

Lived experience

Photo: courtesy Multnomah County Library

Workbook Five - Serving Native American and Alaska Native Communities

- Conversation starters: resources for reflection

- Who are Indigenous People?

- Who are they **not?** Replace stereotypes with facts. Unpacking common macro & micro aggressions

- Historical background - and its legacies

- Contemporary Native American issues (self-determination, sovereignty, environmental concerns, blood quantum, etc.)

- Sources and resources for further exploration

Photo: courtesy Multnomah County Library

Some benefits

Equity work challenges us to look at people as individuals, not just as members of a group, and can be a catalyst for creating community among staff members

Multnomah County Library

- Empowering staff to connect and to learn
- Mitigate a sense of isolation
- Providing resources for colleagues to self educate
- Making the invisible visible

Inclusion and Belonging... More Than Just Words

A Toolkit Towards Racial Equity

Workbook One:
Building the Foundation

Equity and Inclusion Training Series
Multnomah County Library
Learning + Organizational Development and Equity and Inclusion Manager

Multnomah County Library

Multnomah County Library

- Foundational information
- US history
- Impacts of colonization
- One's own identities

Inclusion and Belonging... More Than Just Words

A Toolkit
Towards
Racial Equity

Workbook Two:
Moving Forward

Equity and Inclusion Training Series
Multnomah County Library
Learning + Organizational Development and Equity and Inclusion Manager

Multnomah County
Library

Multnomah County
Library

- History of racism in Oregon

- Bias

- Cross-cultural communication

Inclusion and Belonging... More Than Just Words

A Toolkit Towards Racial Equity

Workbook Three:
A Deeper Dive

Equity and Inclusion Training Series
Multnomah County Library
Learning + Organizational Development and Equity and Inclusion Manager

Multnomah County Library

- History of segregation in libraries
- Additional strategies for communication
- Microaggressions
- Being an active bystander

Inclusion and Belonging... More Than Just Words

A Toolkit Towards Racial Equity

Workbook Four:
For Staff of Color
Connection, Solidarity and Healing for PoC

Equity and Inclusion Training Series
Multnomah County Library
Learning + Organizational Development and Equity and Inclusion Manager

Multnomah County Library

- **For staff of color** - Connection, Solidarity and Healing

- **For white staff** - Addressing Whiteness

- **For managers** - Guide to Addressing Your Privilege and Power

For staff and management:

- Replace stereotypes with information
- Provide context for issues facing Indian Country today
- Give tools for anti-racist Indigenous collections & programming
- Provide resources for personal exploration

Takeaways

Questions?

Amy Honisett:
amyh@multco.us

Ekatrina Sotomayor:
ekatrinas@multco.us