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](https://native-land.org) 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
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.
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
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
MCL equity and inclusion team
Training
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.

- Empowering staff to connect and to learn
- Mitigate a sense of isolation
- Providing resources for colleagues to self educate
- Making the invisible visible
Foundational information
US history
Impacts of colonization
One’s own identities
● History of racism in Oregon
● Bias
● Cross-cultural communication
● History of segregation in libraries
● Additional strategies for communication
● Microaggressions
● Being an active bystander
- 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: ekatrinahas@multco.us