

# Today's Presenters



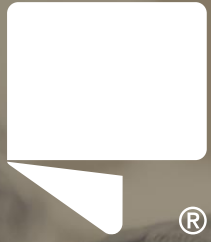
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Chief Equity and Engagement  
Officer, Richland Library (SC)



**Heather McCue**  
Children and Teen Services  
Manager, Richland Library (SC)



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# LET'S TALK RACE

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# Tamara M. King

Chief Equity and Engagement Officer

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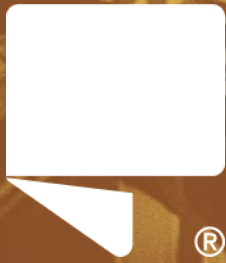


# About us...

**Richland Library is committed to the values of equity, diversity and inclusion. We will work actively to dismantle systems of racism, inequality and oppression in all their forms.**

Approximately 375 employees – 13 locations throughout Richland County.





# How do we respond?

Photo by Kena Betancur / Getty Images



This happened.





Then this.



Then...



Photo by Jason Miczek / Reuters





StorytimeUnderground

@StorytimeU



Following

LIBRARIANS ARE NOT NEUTRAL AND  
LIBRARIES ARE NOT NEUTRAL SPACES.

RETWEETS

603

LIKES

1,017



3:26 PM - 12 Jul 2016



603



1K



Neutral *or*  
Necessary?



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# Circles of Dialogue

Using small circles of dialogue and trained moderators, the community forums encourage honest and open communication.







# Community Impact

- Let's Talk Race participant said, "I feel more hopeful about my community and more open to my neighbors."
- Participants have reported being motivated to get more proximate with their neighbors, ex: joining the NAACP, seeking out diversity in their daily lives and relationships.
- Partners have used information from discussions to inform advocacy and policy decisions.
- The #1 question: "When are you doing this again?"

2016  
2020





Columbia, S.C. 2020

Photo by Crush Rush

# Let's Talk Race Successes

- 4,000 participants
- 100+ discussions, events and book clubs for our community and staff
- 1,000 books communitywide
- Won national and state awards





®

# Is this Dorothy?



Source: Sesame Street



# No, it's The Carrot



Source: JasonCowler/BNPS





# Fundraising

This project was made possible by generous support from:





# Heather McCue

Children and Teen Services Manager

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**What are the benefits of these conversations?**

**What are the challenges?**

# LET'S TALK RACE

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Supporting courageous conversations  
in your organization and community





# Check Your Readiness

## Organizations

### Checklist & Starter Pack

- As the people interested in starting a Let's Talk Race opportunity, we've taken time to reflect on where our organization is on its race equity journey.
  - Does your organization have an official equity statement or policy?
  - Does it have a person, office, or committee charged with leading this work?
  - Make a list of current programs and activities that further race equity goals. This action can be done by staff at all levels. Depending on your position, you may not have insight into every area and that's okay.
  - Option to dig deeper - visit our [learning library] for assessment tools with stages and trajectories. You'll also find a set of foundational reading/viewing for your core team to complete.
  
- We know why we want to do this work in our organization.
  - Did something happen? An incident? A current event?
  - Is it something you noticed? Was it unconscious or overt?
  - Sit with yourself - do you know why you want to do this work?



# Assemble Your Team

Let's Talk Race

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- 1** **Establish Your WHY**  
What is inspiring you to launch a *Let's Talk Race* program?
- 2** **Assess Your Needs**  
What will you need to get started?
- 3** **Communicate the Opportunity**  
Identify and connect with people who may be interested in joining your team.
- 4** **Meet and Greet**  
Plan a get-together to learn more about the people who are ready to join your team.

**LET'S TALK RACE**

## Assemble Your Team

### Five Steps to Assemble Your Team

Congratulations! Implementing a Let's Talk Race program is a powerful move and shows how much you care for your community. Assembling your team is one of the most important components of the work. While you will have access to a wealth of resources, the people on your team are going to power your program and make it come alive. Be intentional about the human capital needed to create a rich and fulfilling experience for your community.

- 1. Establish Your WHY:**  
Before you approach potential team members, think about your reasons for launching the program. Why is now the right time to invest in equity conversations in your community? Do you have clarity and can you communicate it well to potential team members?

**Something To Think About**  
*You stated your "why" as part of your getting started checklist. Now share it with others who may share your thinking and want to be part of the team.*

- 2. Assess Your Needs:**  
Your team will likely grow, but what are the key roles you need to get started? Have you thought about an overall lead for the program? Is that you? Is there a role for program communications? What about



# Facilitation

- Understanding the role of an LTR Facilitator
- Planning a Let's Talk Race Conversation
- Foster a "welcoming and brave" space
- Encouraging participation
- Taking care of yourself





# Facilitation Modules

The screenshot shows the 'Let's Talk Race' website. The navigation bar includes 'Home', 'Getting Started', 'Facilitation', 'Conversation Guides', 'Toolkit', 'Videos', 'About Us', and 'Contact'. The main heading is 'Module 1: Understanding the role of a Let's Talk Race facilitator'. Below this is a video player with a thumbnail image of a facilitator and the text 'LET'S TALK RACE'. To the right of the video player is a list of questions the module will address, followed by a note on the module's duration and a link to a checklist.

Let's Talk Race

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## Module 1: Understanding the role of a Let's Talk Race facilitator

Becoming a Let's Talk Race Facilitator

MODULE 1: Understanding the role of a Let's Talk Race facilitator

**LET'S TALK RACE**

**This module will address the following questions:**

- What is a Let's Talk Race conversation?
- What facilitator actions help support an LTR conversation?
- What facilitator qualities help support an LTR conversation?
- How does a facilitator prepare for a Let's Talk Race conversation?

*This module should take approximately 30 minutes to complete.*

Use [this checklist](#) to decide if you are ready to move on to the next module.

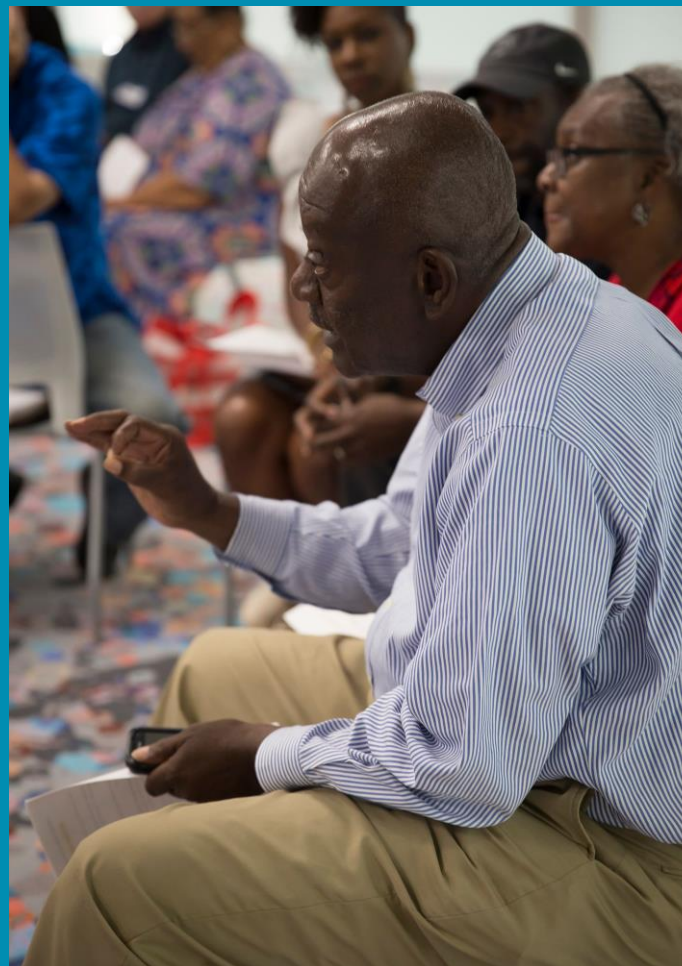
# Planning a Let's Talk Race Conversation





# Choose a Theme

- Let's Talk About Race
- Talking to Kids About Race
- Systemic Racism
- Black Lives Matter
- Multiracial Relationships







# Conversation Guides

LET'S  
TALK  
RACE



## Let's Talk About Race

Conversation Guide for Let's Talk Race Facilitators

Conversation at-a-glance  
Theme: Let's Talk About Race

Welcome  
Topic 1: Definitions activity  
Topic 2: Scenarios activity  
Wrap up

### Logistics and facilitator team roles |

*Fill in this information as you plan*

- Number of participants:
- Facilitators:
- Materials or visuals needed, if any:
- Slide deck operator:
- If remote:
  - Chat box monitor:
  - Raise hand monitor:

### How to use a conversation guide

- A conversation guide is a tool that provides Let's Talk Race facilitators with a plan for how LTR conversations will go.
- Some places, delineated with **blue font**, indicate suggested directions to facilitators.
- Other places, delineated with *italicized font*, indicate places where you will need to add in talking points that are specific to you / your organization.
- Copy this document (File → Copy) and share the copy with your co-facilitators.
- Make adjustments or changes to the plan in your own copy.

## Conversation Guidelines

- 1 "Try On." Be open minded
- 2 It's ok to think differently
- 3 Learn to respond to others with open, honest questions
- 4 Speak your truth in ways that respect other people's truth
- 5 Practice "Both/And" Thinking
- 6 Focus on what is right, rather than who is right
- 7 Observe deep confidentiality
- 8 Respect everyone's journey



# Create Your Own



Let's Talk Race

[Home](#)

[Getting Started](#)

[Facilitation](#)

[Conversation Guides](#) ▼

[Toolkit](#)

[Videos](#)

[About Us](#)

[Contact](#)



Each topic guide includes directions, conversation starters and questions and prompts for discussion.

[Check Your Privilege challenge](#)

[Definitions activity](#)

[Scenarios activity](#)

[Government surveillance and immigration arrests](#)

[Incarceration and drug arrests](#)

[Wealth gap and employment](#)

[Housing discrimination and infant mortality](#)

[The meaning and legacy of the Confederate Flag today](#)

[Asian and Asian American racism](#)

[The history of Black Americans and the medical field](#)

[The Black Lives Matter movement and its origins](#)

[Athletes, celebrities, and the Black Lives Matter movement](#)

[Racism in the use of Native American names and mascots](#)





# Toolkit | LTR Programs

- Community Conversations
- Diverse Books for Families
- Book and Media Groups
- Dinner Table Talks
- #OwnVoices



# LTR Programs | Diverse Books for Families



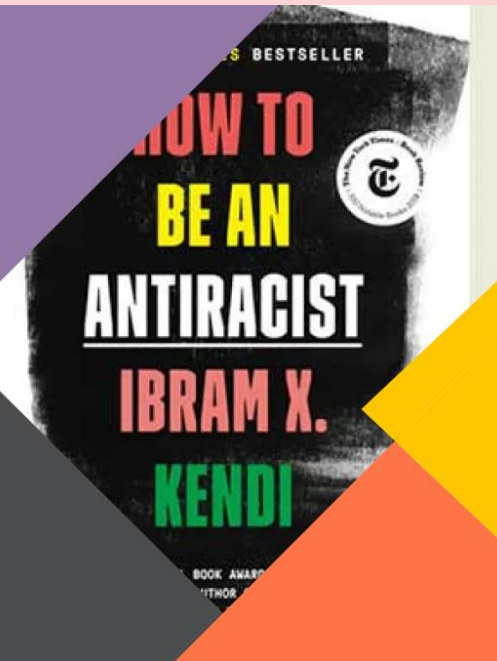
# LTR Programs | Book & Media Groups

BLOG

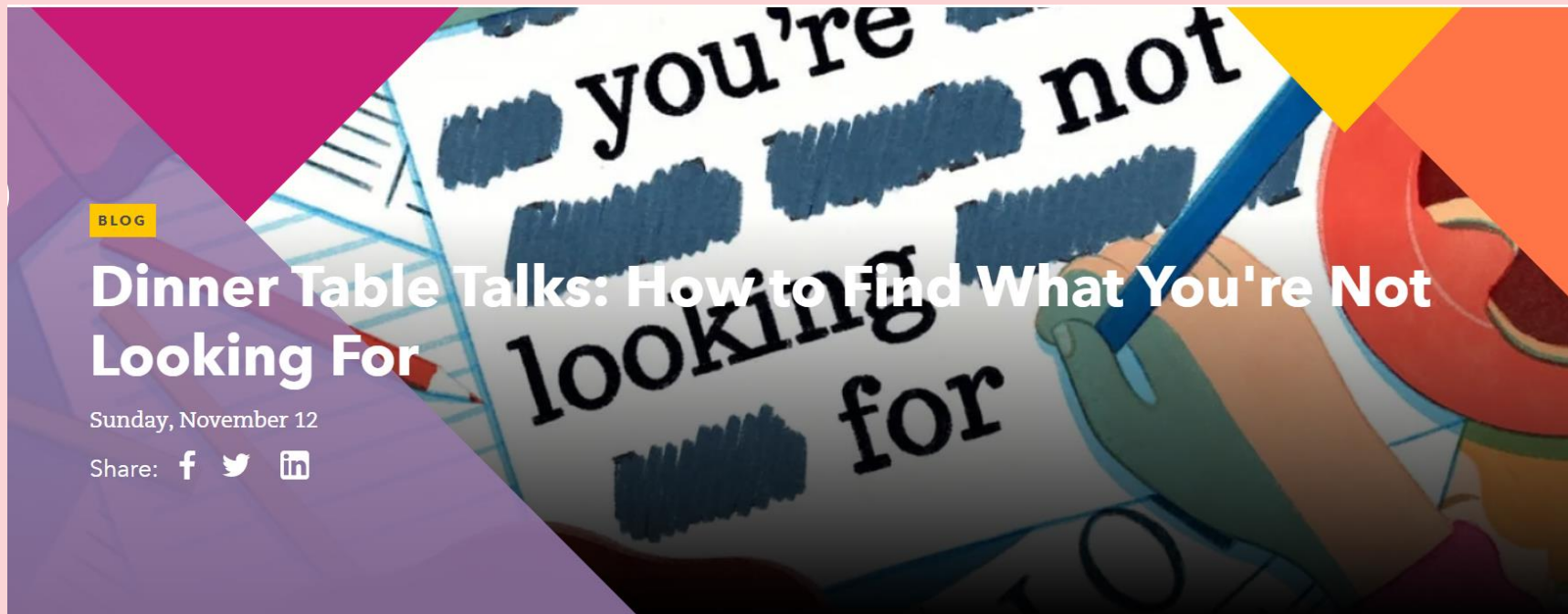
## Let's Talk Race DIY Book Club: How to Be an Antiracist

Monday, October 26, 2020

Share: [f](#) [t](#) [in](#)



# LTR Programs | Dinner Table Talks





# LTR Programs | #OwnVoices

BLOG

## #OwnVoices: Book Review You Had Me at Hola! by Alexis Daria

Zee Z. | Wednesday, September 28, 2022

Share: [f](#) [t](#) [in](#)





# Project Management



Let's Talk Race

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## Pitch your idea

Your idea is starting to take shape. You're ready to seek formal approval from your group or organization.

Your goal is to provide the information that decision-makers will need to say "yes." Creating a Project Charter is exactly what you need to pitch your idea for approval. It ensures that the right people are consulted before the project moves too far forward.

Use our *Project Charter Template* and customize it to fit your needs. Once you have filled in all of your information, you will have a formal written charter that is ready to be shared with colleagues and stakeholders.



LET'S  
TALK  
RACE



## Project Charter

To complete the charter, replace the instructions with information about your project

### Team

Project Manager: Name and Title

- This is the person who will lead and guide the work. If you are preparing the project charter, you are likely the Project Manager.

Project Champion: Name and Title

- Have you identified an administrative champion for the project (aka Advocate or Sponsor)? This should be a higher-level person that you consult for guidance and resources along the way. If you don't know yet, that's okay. It can be discussed and assigned as part of reviewing the draft charter.

Team:

- List known team members to date and their role
- List known team members to date and their role

### Strategic Goal

How does this program support your organization's mission?

Using your reflections from the checklist, list out the project goals. Why do we need this? What are we trying to do?

### Objectives

What will have changed for staff, customers, or the community after your project is complete?

Hint: As you answer this question, think of it as LTR Project 1.0. If you are successful, we know LTR at your organization may grow with time. That would be LTR 2.0 and be initiated as a separate project



# Toolkit | Measuring Success

- Self-Assessment
- Glows & Grows
- Participant Survey







**What is your next step?**



[www.richlandlibrary.com/lets-talk-race-curriculum](http://www.richlandlibrary.com/lets-talk-race-curriculum)

# THANK YOU

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