Today’s Presenters

Tamara King
Chief Equity and Engagement Officer, Richland Library (SC)

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

Kathleen Montgomery
Associate Director, Community Engagement, Charleston County Public Library (SC)
LET'S TALK RACE
Tamara M. King
Chief Equity and Engagement Officer
TKing@RichlandLibrary.com
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?
This happened.
Then this.
Then...
LIBRARIANS ARE NOT NEUTRAL AND LIBRARIES ARE NOT NEUTRAL SPACES.

Neutral or Necessary?
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?”
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
This project was made possible by generous support from:

[Logos of Central Carolina Community Foundation, Richland Library Friends Foundation, AARP, Dominion Energy, Colonial Life]
Heather McCue
Children and Teen Services Manager
HMCCue@RichlandLibrary.com
What are the benefits of these conversations?

What are the challenges?
LET'S TALK RACE

Supporting courageous conversations in your organization and community
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

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 get started.
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

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

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 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.

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

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
Let's Talk Race DIY Book Club: How to Be an Antiracist
Monday, October 26, 2020
Share:  

LTR Programs | Book & Media Groups
Dinner Table Talks: How to Find What You're Not Looking For

Sunday, November 12

Share:  

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

Zee Z.  Wednesday, September 28, 2022

Share:  

Facebook  Twitter  LinkedIn
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.
Self-Assessment
Glows & Grows
Participant Survey
What is your next step?
THANK YOU

Tamara King
Richland Library
Tking@richlandlibrary.com

Heather McCue
Richland Library
HMCCue@Richlandlibrary.com