



Canada Chapter-CALA

Keynote: From Digital to In-Person: Applying Diversity, Equity, Inclusion, and Accessibility in Our Libraries

Ray Pun & Danielle Rapue
February 12, 2024



Who We Are:

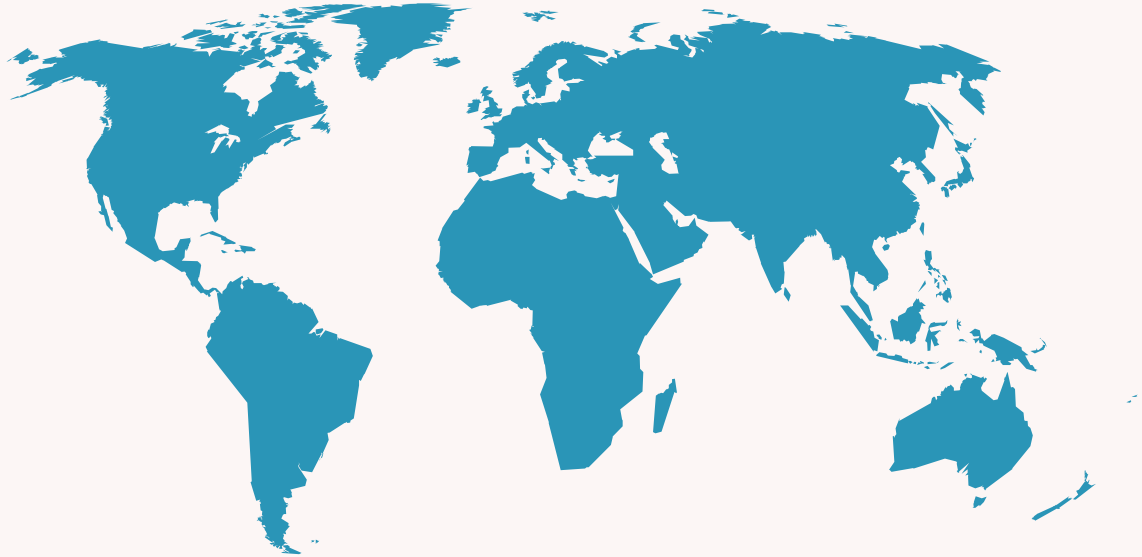


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Where are you now?



Please share in the chat box.

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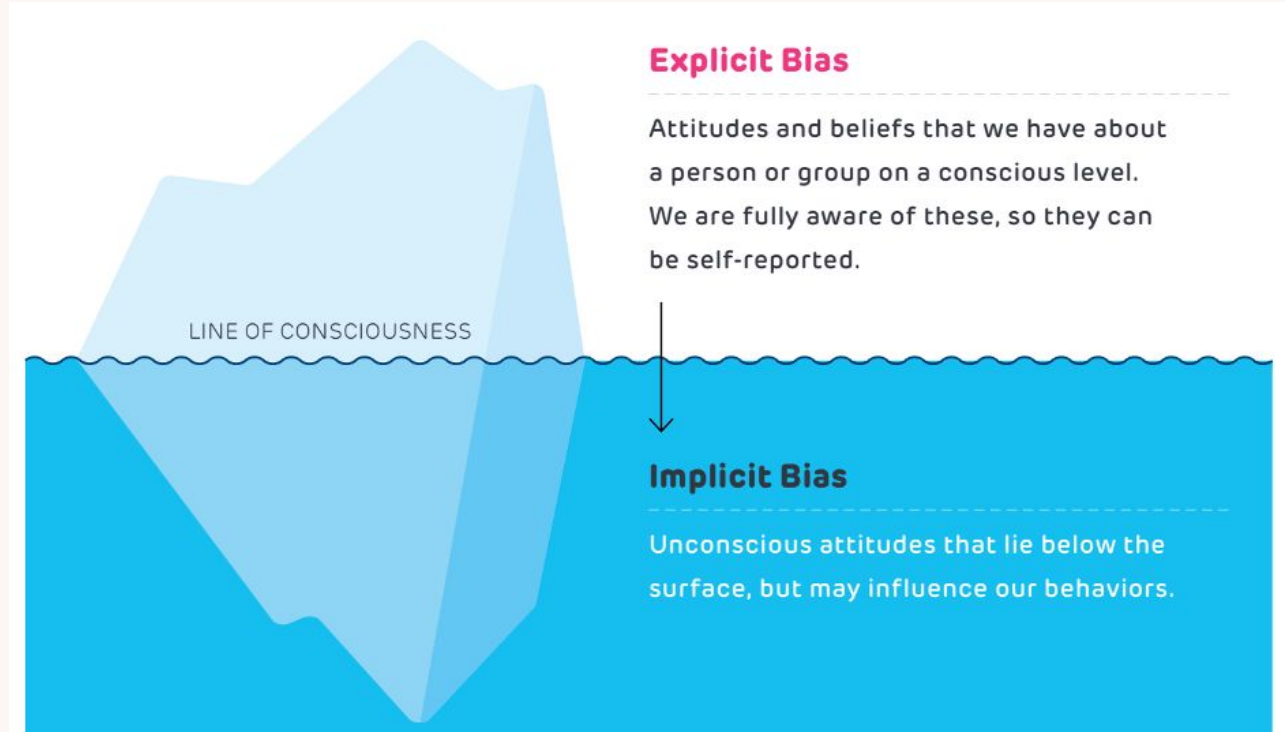
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Digital Learning
Critical Concepts





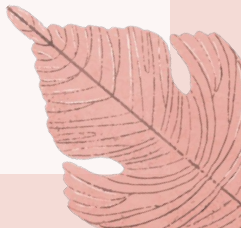
Source: SAEM Stop The Stigma Bias: Implicit vs Explicit, and Discrimination

<https://www.saem.org/about-saem/academies/diemnew/education/dei-curriculum/bias-implicit-vs-explicit-and-discrimination>





How does biases/privileges show up?

- Library Instruction, Reference Services, Interactions with community members
 - Collection Development and management
 - Search and Recruitment Process
 - Research Process
 - And more ...
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WHEEL OF POWER/PRIVILEGE

Source: "Diagram labelled 'Wheel of Power/Privilege' showing the different degrees to which a person can be marginalised or have power over others in society based on their characteristics."

Adapted from ccrweb.ca
@sylviaduckworth

<https://ydrf.org.uk/2021/09/19/privilege-wheel/>


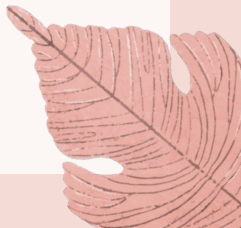



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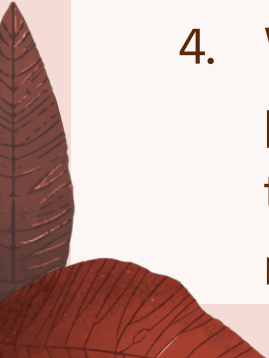



Reflection Questions

- What biases do we carry as instructors?
 - How we perceive our students and colleagues?
 - How do we engage in the scholarly ecosystem with biases, privileges, and marginalized identities?
 - Whose voices are missing in research and scholarship?
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Graphic as Teaching Tool

1. Identify how we bring our identities and positionality into teaching.
 2. Reflect: do you engage with students who hold different identities compared to you?
 3. Can you acknowledge how certain words and identities may contain stigma?
 4. What advantages do you have as a librarian with certain privileges and biases? How do you check on your biases when teaching, cataloging, doing collection development, or providing research support?
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The image features a decorative border with various autumn-themed elements. In the top left, there are several maple leaves in shades of brown and red. In the top center, a single maple leaf is positioned. In the top right, there is a large, detailed illustration of a pine cone and a leaf. In the middle right, a single maple leaf is shown. In the bottom left, there is a cluster of autumn leaves and small round berries. In the bottom center, a single maple leaf is placed. In the bottom right, there is a large, detailed illustration of a leaf and a pine cone. The background is a light beige color with a white rectangular area in the center where the text is located.

Information Privilege

Source: Library 101
Toolkit, Duke University
by Hannah Rozear:
https://sites.duke.edu/library101_instructors/2018/08/13/information-privilege/

HIGH SCHOOL

I had lots of books at home

I had access to books in my first language and books about my culture

I had easy access to the internet growing up

I could get to a public library in my hometown

My high school had access to scholarly databases (ex. JSTOR)

My high school had a lot of AP offerings

My high school had a library and librarian

My high school had a lot of technology

I had to write research papers in high school

My school prepared me well for college-level research (ex. citing, finding & evaluating sources)

COLLEGE

My professors encourage academic freedom

I have a personal computer and smartphone with unlimited data/internet access

My professor provides students with the full text to course readings

My university library hasn't had major budget cuts

My university has a special collections library

If a book or article isn't in my library, I can request a free copy of it from another library

I have access to any databases and journals I need through my university library

My university subscribes to citation and research software (ex. EndNote)

I am able to purchase textbooks for all my courses



Other Resource to Explore: Implicit Association Test (IAT)

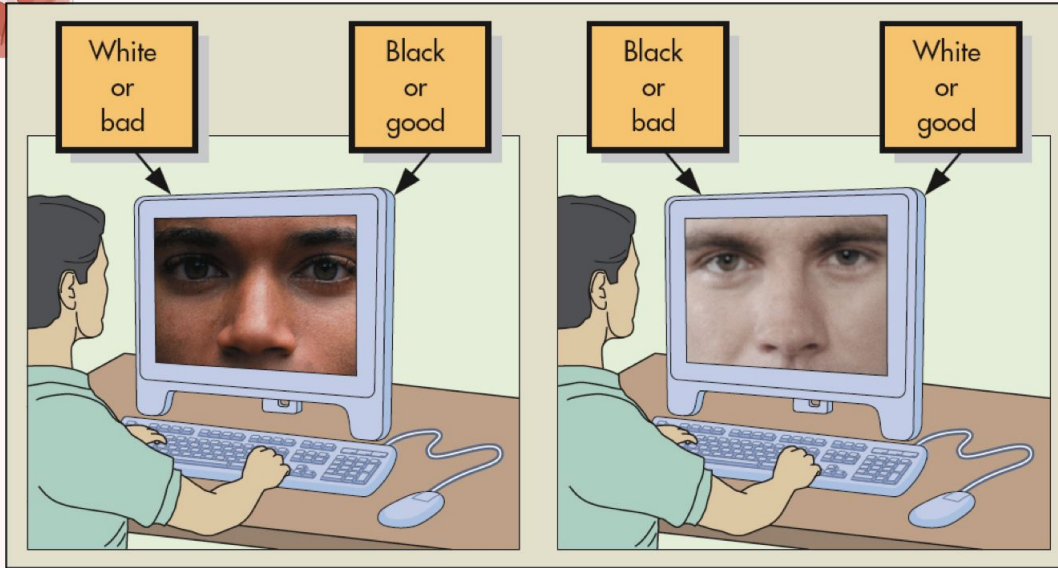


Photo from [Medium.com](#)

Project Implicit Research - Harvard University – “The Implicit Association Test (IAT) measures the strength of associations between concepts and evaluations or stereotypes to reveal an individual’s hidden or subconscious biases.”



Biases exist in digital learning

Use clear fonts.

Do not rely on color alone to convey meaning or importance.

All Images need to have alternate text (ALT tags) included.

Add caption and/or provide transcripts for media.

[Read more in UIUC Best Practices on Accessibility](#)



Biases in artificial intelligence



Image Sources on Unsplash: [Mojahid Mottakin](#)

In-Person Outreach



Outreach Competencies

user engagement
resource management
programming
project management
professional growth

teaching

service

research & policy
technology

marketing
creativity
diversity

communication
collaboration
advocacy

inclusion
emotional intelligence
assessment
networking

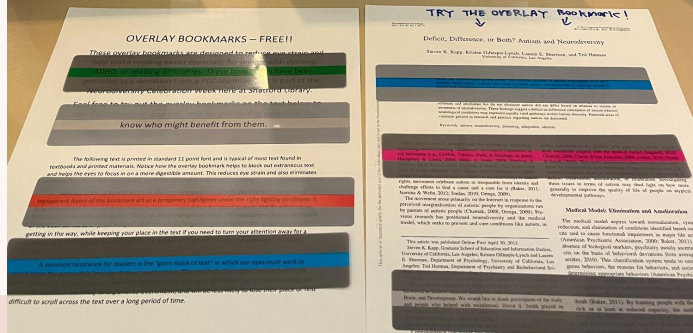
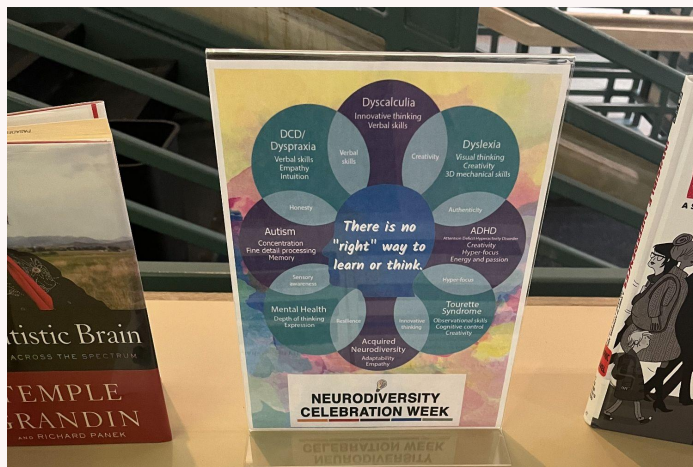
<https://www.ala.org/acrl/standards/outreach>

Poll Question: Do you create library displays?




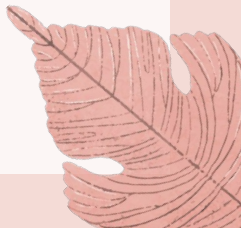
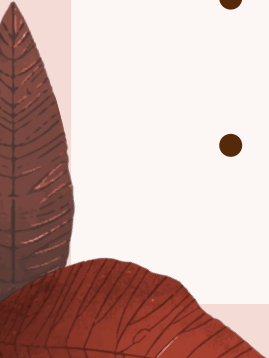
Interactive Library Displays

- Information displayed with curated book displays
- Library ally collaborators provided tools to participate in display
- Interactive elements invite patrons to take a closer look





Identifying Outreach Allies

- Identify local organizations, campus clubs, programs that contribute to the DEIA goals
 - What events are these organizations hosting?
 - Is it appropriate to propose a collaboration or support to an existing event?
 - Empower groups to actively contribute to library spaces, through programming or exhibits.
 - Be respectful and thoughtful of preventing cultural taxation
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- LGBTQIA+ display in collaboration with college Pride Center, student resource center
- Pride Center resource advocates helped curate the display.
- Can the library fund groups who contribute to these displays?



Event Outreach



Pop-up libraries at campus events, example this Banned Books Event. Students can check-out on the spot.



Zine Library Scholarship



- Support collection development with student created Zines
- Library contest/scholarship for submitting zines with themes that support DEIA goals
- Students are proud to see their work featured in the library

Zine Library, LAPL [Photograph]. Los Angeles Public Library. <https://www.lapl.org/zines>

Alma/Primo Featured Collections

- Evergreen flyers, doing outreach in outreach ally spaces. Community resources, Cultural Spaces. QR code to curated collections





FEATURED COLLECTIONS / Black Stories & Voices /

Print Books for Black Stories & Voices

Image credit: Going to Church, ca. 1940-1941 by William H. Johnson, from the Smithsonian American Art Museum. <https://flic.kr/p/6tKnhE>

Sort items by Relevance Search

Items (79)

 <p>BOOK Long way down</p>	 <p>BOOK Red lip theology : for church girls who've considered tithing to the beauty supply store when Sunday morning isn't enough</p>	 <p>BOOK You are your best thing : vulnerability, shame resilience, and the Black experience -- an anthology</p>	 <p>BOOK A Black women's history of the United States</p>
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Celebrating
BLACK HISTORY MONTH


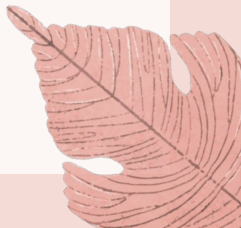
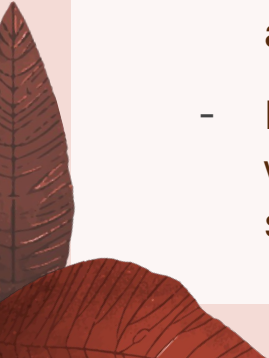
Access the digital Black Stories & Voices Collection:



01 FEBRUARY - 01 MARCH
PCCLIBRARY



Accessibility & Outreach

- Paper and digital assessments to evaluate outcomes
 - Closed captioned outreach videos, social media Alt Image texts
 - Promoting chat/virtual reference, alternative library support
 - Offer multi-format media, streaming video with captioning, books available in both print and eBook
 - Promote library technology tools that support potential accommodations, such as digital scanners, printing, audio tools
 - Make space at face-to-face events, prior to guests arriving, envision where patrons with mobility, visual, hearing impairments are best situated? Insist on the mic being used, if available!
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IDEAL

**Advancing Inclusion, Diversity, Equity, and
Accessibility in Libraries & Archives**

Monday, July 15, 2024 – Wednesday, July 17, 2024

THANK YOU!

WHAT QUESTIONS DO YOU HAVE?



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Slide Deck: <https://tinyurl.com/CALACanada2024>