Canada Chapter-CALA

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

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Who We Are:

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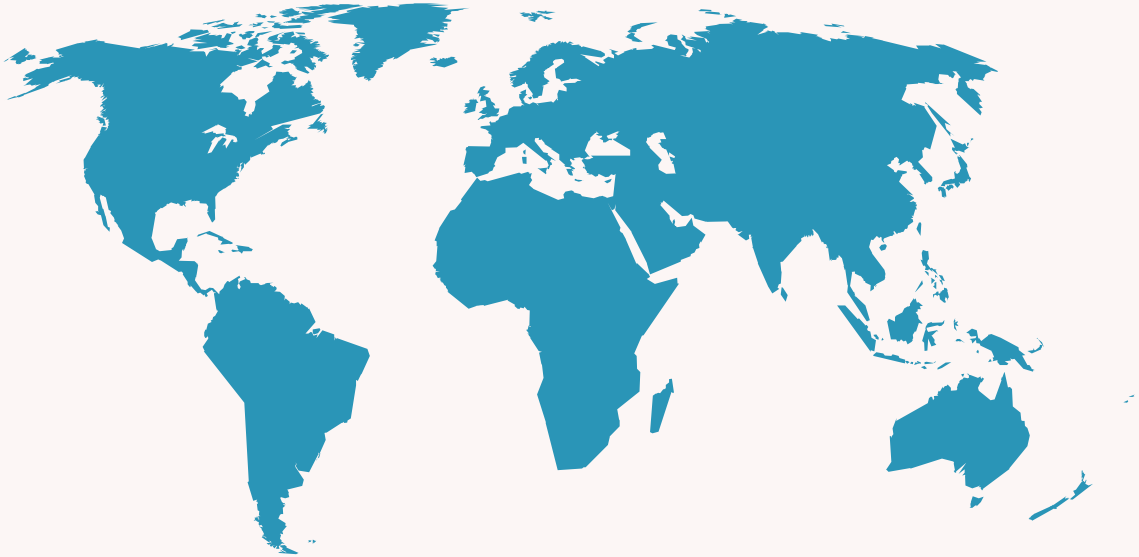
Where are you now?



Please share in the chat box.

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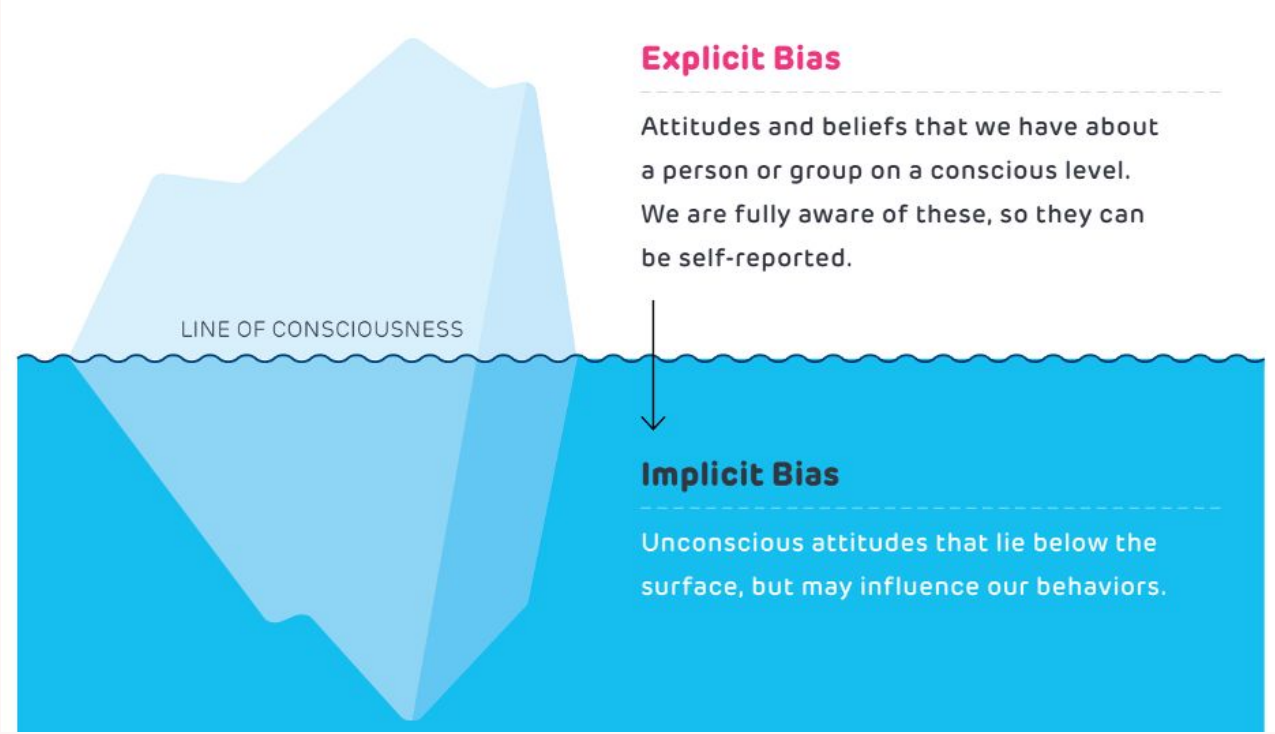
01

Digital Learning Critical Concepts

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

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



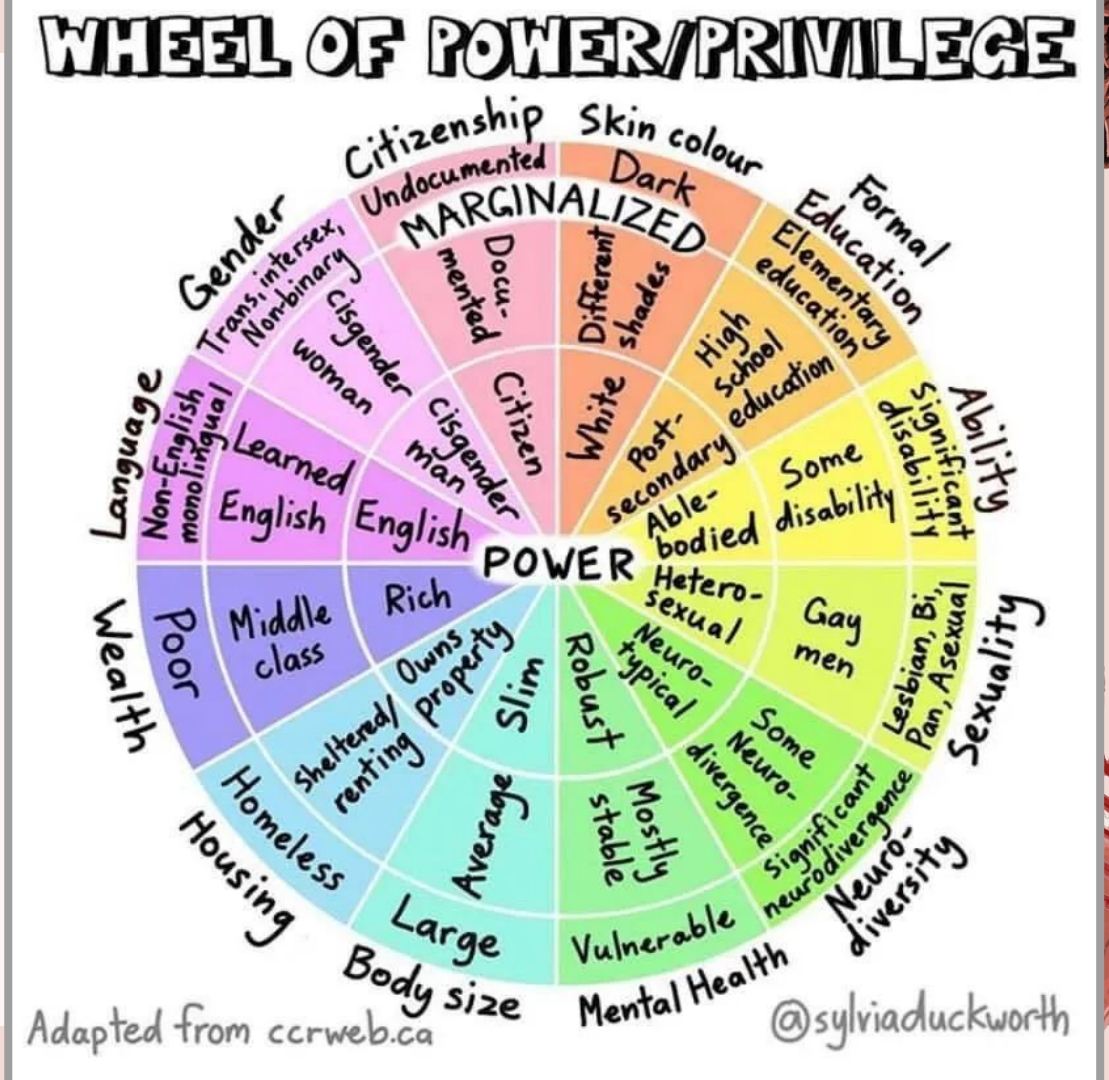
How does biases/privileges show up?

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

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
@sylviaducworth

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



Reflection Questions

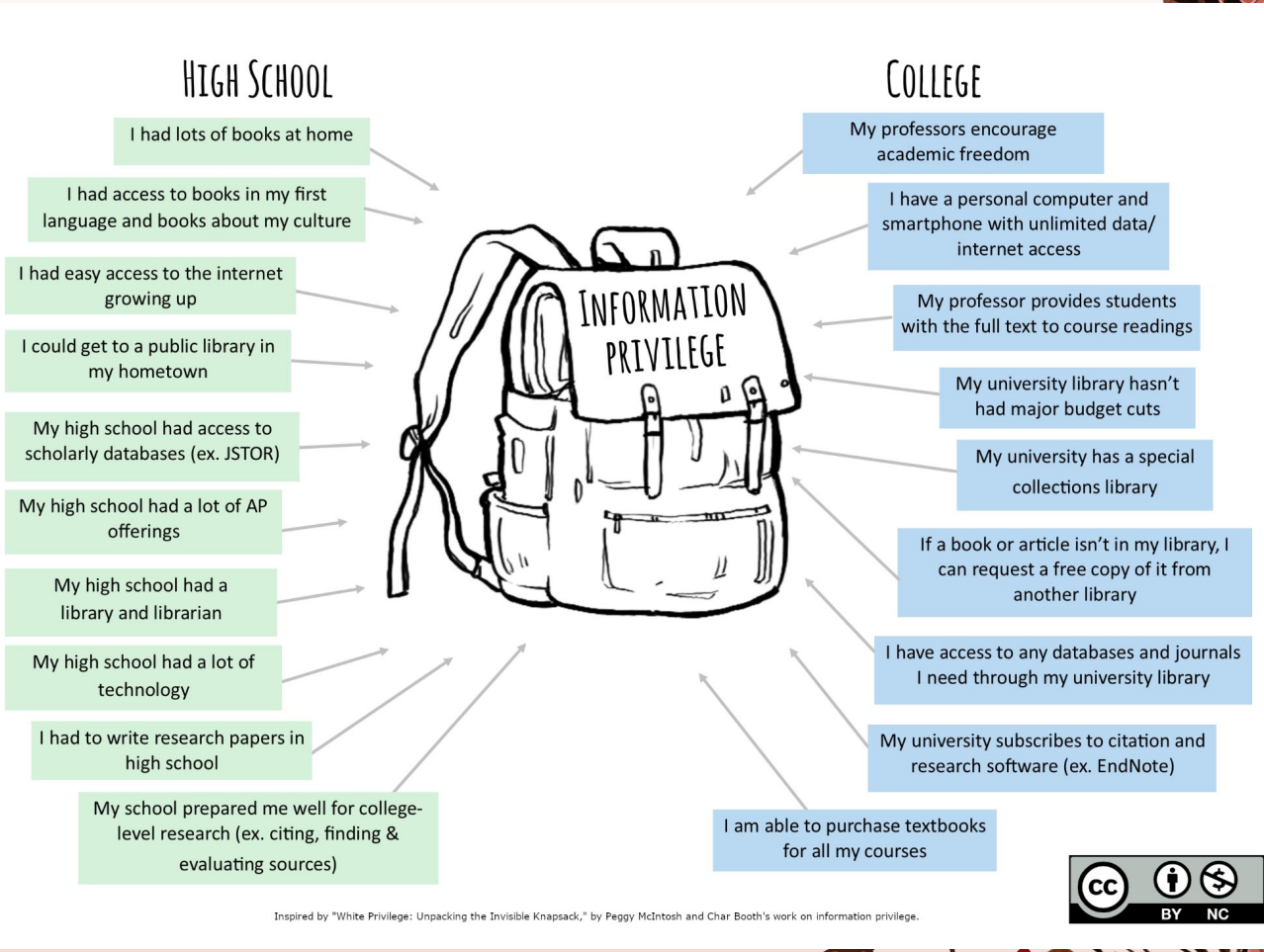
- What biases do we carry as instructors?
- How we perceive our students and colleagues?
- How do we engage in the scholarly ecosystem with biases, privileges, and marginalized identities?
    - Whose voices are missing in research and scholarship?

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?

Information Privilege

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



Other Resource to Explore: Implicit Association Test (IAT)

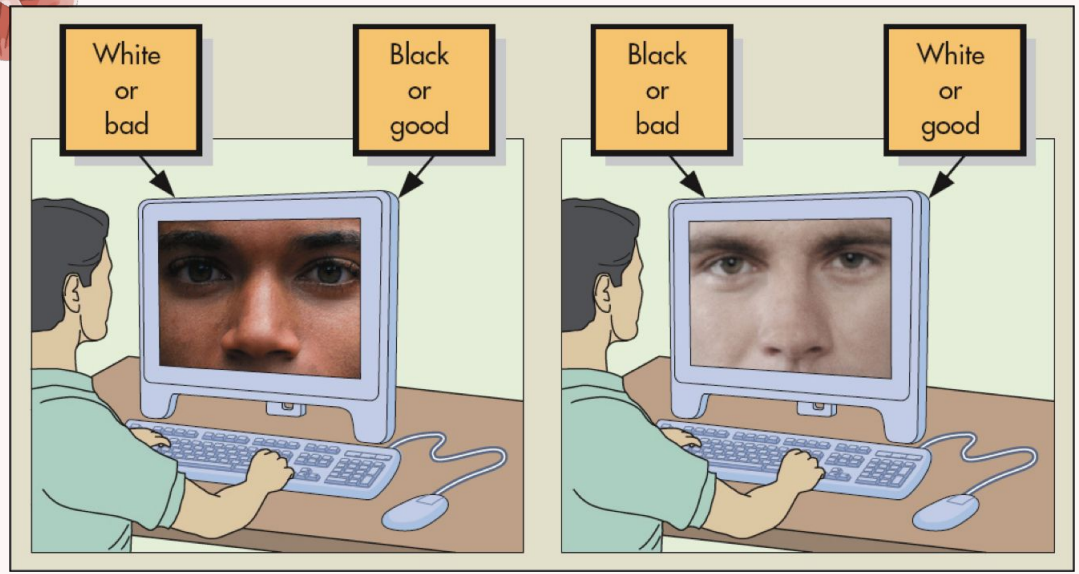


Photo from Medium.com

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

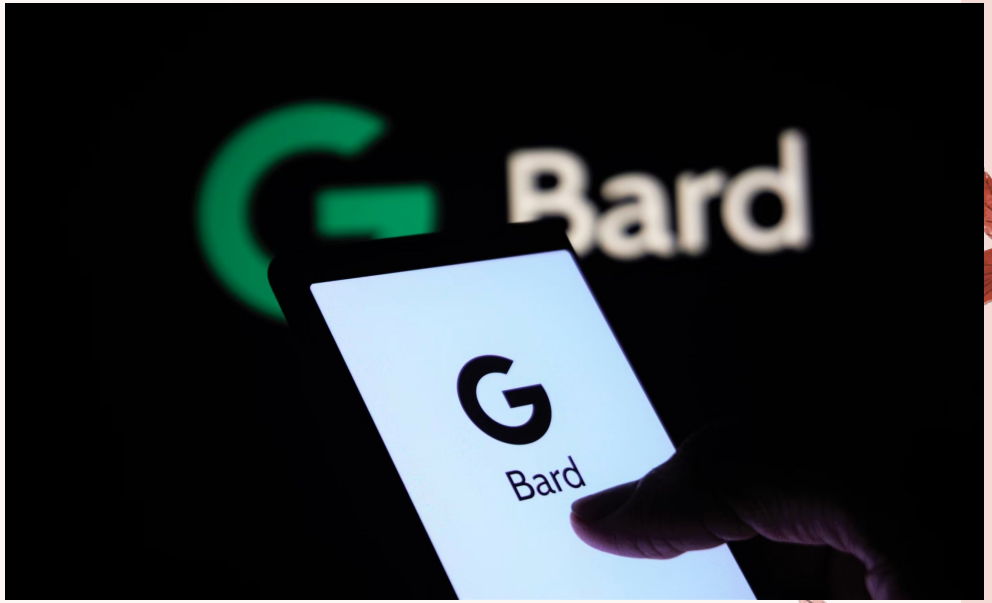


Image Sources on Unsplash: Mojahid Mottakin

In-Person Outreach

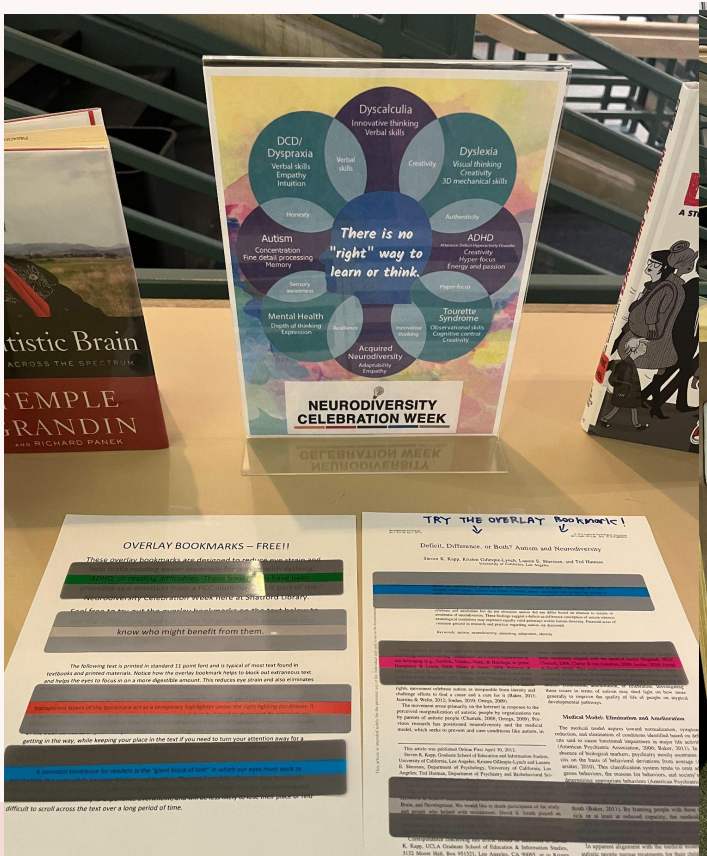
Outreach Competencies

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

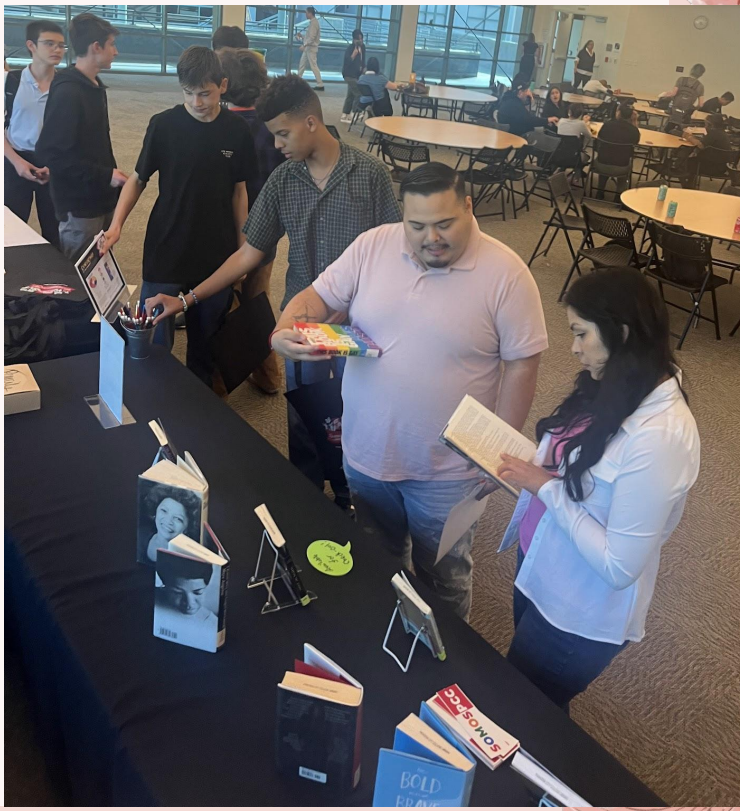


Identifying Outreach Allies

- 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

- 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.

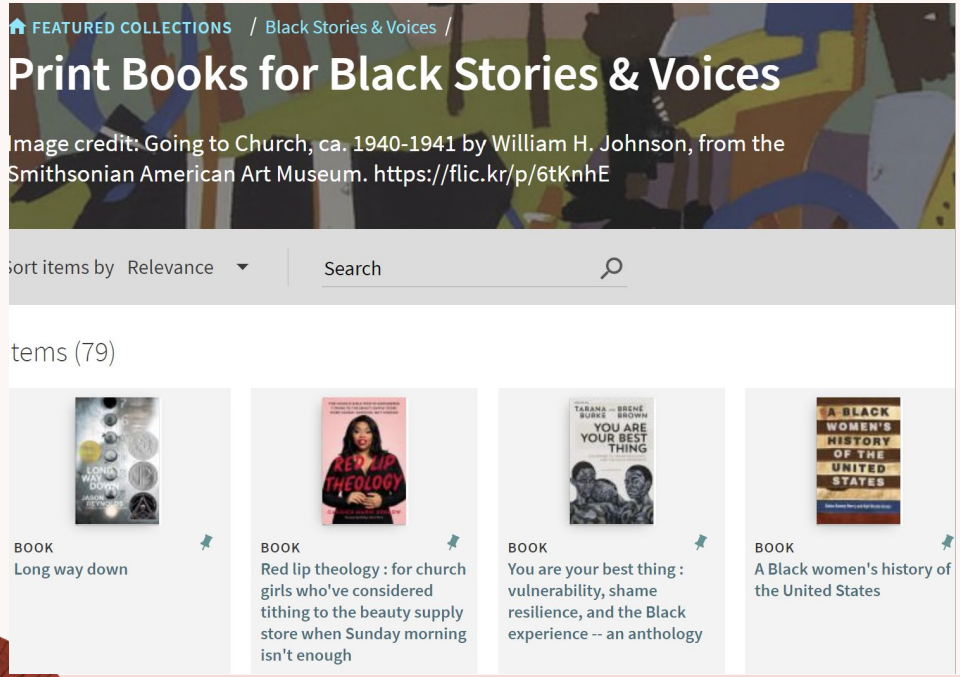
Zine Library Scholarship

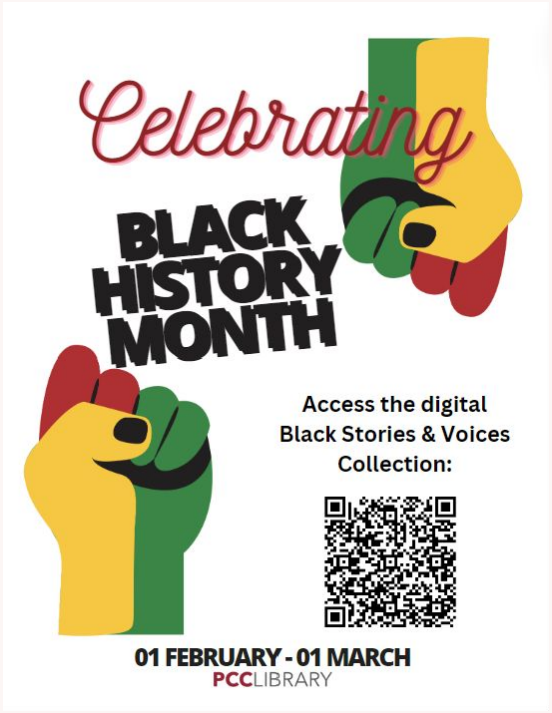
- Support collection development with student created Zines
- Library contest/scholarship for submitting zines with themes that support DEIA goals
- Students are proud to see their work featured in the library

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





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!

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