



Activating Change: Moving from Awareness to Action

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**WHITE PERSON, YOU WILL MAKE
MISTAKES IN BECOMING ANTI-
RACIST**

**JUST MAKE SURE YOU LEARN
FROM THEM**

@BECOMING_AN_ANTIRACISM_ALLY

Expect criticism.

Take it in.

How it Started



George Floyd Protests and Vigils





**Library
Retaining
Wall
June 3, 2020**



Library Staff Chalk Art





Anti-racism Pledge



L.E. Phillips Memorial Public Library

Published by Mike Paulus · June 5, 2020 ·



We must do better. Please read: ecpubliclibrary.info/antiracism

“As a library, we must do more than provide you with anti-racist resources. As a library, we must pledge to *be* anti-racist.”

ECPUBLICLIBRARY.INFO

An Anti-racist Pledge from the L.E. Phillips Memorial Public Library | L.E. Phillips Public Library



Anti-racism Resources

Anti-Racism Multimedia

Podcasts, Videos, & Websites | Adults

Podcasts, videos, and other web resources to further explore racism, anti-racism, historical contexts, and intersectionality.

[View Resources](#) ©



NOW WHAT?



An ally acknowledges the limits of their knowledge about oppressed people's experiences but doesn't use that as a reason not to think and/or act. An ally does not remain silent but confronts oppression as it comes up daily and also seeks to deconstruct it institutionally and live in a way that challenges systemic oppression, even at the risk of experiencing some of that oppression. Being an ally entails building relationships not only with people oppressed by their identities but also with people privileged by their identities in order to challenge them in their thinking. (Source: [Simmons Anti-Racism Research Guide](#))



**Anna - Public Facing
Person (good at
schmoozing)**

Some of What I Know

- Programming
- Displays
- Partnerships
- Policy

2020-2021 Program Highlights

Mental Health Action Day 2021





Hmong PTA Picnic





Vaccine Clinics



International Fall Festival





National Voter Registration Day



Author Visit

 L.E. Phillips Memorial Public Library added an event. ...
October 7 · 🌐



Thing
Kao Kalia Yang
illustrated by Khoa Le

TUE, OCT 26
Author visit with Kao Kalia Yang
Eau Claire
You like L.E. Phillips Memorial Public Library

Interested

  You and 5 others

 Love  Comment  Share

DISPLAYS



The Good, the okay, and the really not so good

**The
Good**



The okay





The really not so good?





Library Policy





Program Policy Update

PHILOSOPHY AND SCOPE OF PROGRAMMING

Programs at the L.E. Phillips Memorial Public Library support our strategic initiatives, collection of materials, services, resources, and facilities along with city-wide goals. In addition, programs serve the popular, recreational, informational, and social needs of the general public and reflect equitable outreach and engagement to a diverse community while promoting a culture of inclusion.

Adopted July 15, 2021



Key Points

- Maintain a sense of inclusion in all planning, spaces and promotions
- Work with diverse communities to increase community engagement and inclusive consultation.
- Work with diverse communities to determine how to design, deliver, and evaluate programming.
- Reduce or eliminate barriers to accessing programs.

Accessible Complaining



Bystander Intervention Training



Next Up - Collection Development

CRITERIA OF SELECTION

The L.E. Phillips Memorial Public Library's materials selection policy must be flexible and broad. New acquisitions will be tested by the following standards:

1. Identified, expressed, or anticipated demand in the general community
2. Availability of titles from vendors or elsewhere in the community
3. **Contemporary significance**, popular interest, or permanent value (Change to "Current or historical significance of the author or subject")
4. Attention of critics and reviewers Extent of publicity, critical review, and current or anticipated demand.
5. Prominence, authority, significance, and/or competence of author or creator
6. Timeliness and accuracy of material including new editions of existing materials.
7. Relation to existing collections, such as titles in a series.
8. Statement of challenging, original, or alternative point of view
9. Authenticity of historical, regional, or social setting
10. Culturally and identity inclusive
- ~~10-11.~~ Add "Online resources are also evaluated based on accessibility and the availability of library licensing"



Kathy - Technical Person (good with numbers)

Some of what she knows

- Collection Audits
- Ordering Audits
- Auditing Displays
- Auditing Book Lists

Collection Audits



Evaluating Your Collection



Parameters for Class



A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	
RECORD ID	TITLE	White/ Unknown	OwnVoice	United States	Asian/Pacific Islander	Black	Hispanic (LatInx)	East Indian/Asian	Indigenous	Jewish	LGBTQIA+	Differently Abled	Mental Health	Middle Eastern	Muslim Interest	Racially Mixed	Evaluated	Note
i28385275	Unlikely angel : the untold s	1															1	Smith
i28408147	Shakespeare : the biograph	1															1	Shake
i28767664	Isaac Newton / Gale E. Chri	1															1	Newt
i29663659	The man from Clear Lake : E	1															1	Nelso
i30084179	My life as a furry red monster : what b		1			1											2	Clash
i30292451	Jimmy Stewart : a biograph	1															1	Stewa
i31117545	A long way gone : memoirs of a boy se		1			1											2	Beah
i31119815	There's nothing in this book	1		1													2	Poun
i31204250	Amazing Grace : William W	1															1	Wilhe

Census Information

	<u>AUDIT</u>	<u>EC</u>	<u>WI</u>	<u>US</u>	<u>World</u>
Asian/Pacific Islander	0.0%	3.78%	2.84%	6.10%	60.30%
African American/ Black	0.0%	0.01%	6.26%	13.40%	16.10%
Hispanic/ Latinx	0.0%	2.38%	6.95%	18.50%	8.60%
Indigenous	0.0%	0.39%	0.81%	1.30%	
Jewish	0.0%		1.00%	1.90%	
LGBTQIA+	0.0%		3.80%	4.50%	
Differently Abled	0.0%	12.60%	22.70%	25.60%	
Mental Health	0.0%				
Muslim Interest	0.0%		0.01%	0.90%	21.40%
Intersectional	0.0%	2.39%	2.21%	2.80%	
White/Animal/Unknown	0.00%	90.30%	81.00%	60.10%	14.9%



Parameters

Differently Abled:	Mental Health:
Addicts	Anxiety
Alcoholics	Depression
Amyotrophic lateral sclerosis	Eating Disorders
Alzheimers / Dementia	Gambling Addiction
Amputee	Grief
Aspergers	Manic Depression
Autism	Mentally Ill
Blind	Multiple Personality
Brain Wounds/Injuries	Obsessive Compulsive Disorder
Cerebral Palsy	Postpartum
Deaf	Post Traumatic Stress Disorder
Diabetes	Schizophrenia
Disability	Self Mutilation
Mutism	Stockholm Syndrome
Paraplegic	
Parkinson's	
Polio	
Quadriplegic	
Sclerosis	

Working Tool Parameters After Class

RECORD#	CALL NUMBER	TITLE	Column1	White/ Unknown	OwnVoice	Asian/Pacific Islander	Black/African	Hispanic (Latinx)	Indigenous	Jewish	LGBTQIA+	Differently Abled	Mental Health	Muslim Interest	Intersectional	Evaluated	St
i55015712	FICTION HIBBERT Talia	Take a hint, Dani Brown : a	Talia Hibbert.		1	1	1				1		1		1	6	Man
i55361614	FICTION WASHINGTON Bryan	Memorial	Bryan Washington.		1	1	1				1				1	5	Ethr
i53616030	FICTION HOANG Helen	The bride test	Helen Hoang.		1	1						1			1	4	Arra

Results of the Biography Study

<u>Adult Biographies</u>		<u>Juvenile Biographies</u>					
	<u>AUDIT</u>		<u>AUDIT</u>	<u>EC</u>	<u>WI</u>	<u>US</u>	<u>World</u>
Asian/Pacific Islander	2.3%	Asian/Pacific Islander	2.8%	3.78%	2.84%	6.10%	60.30%
African American/ Black	10.8%	African American/ Black	24.6%	0.01%	6.26%	13.40%	16.10%
Hispanic/ Latinx	1.5%	Hispanic/ Latinx	3.2%	2.38%	6.95%	18.50%	8.60%
East Indian/ Asian	1.0%	East Indian/ Asian	0.8%				
Indigenous	0.7%	Indigenous	2.4%	0.39%	0.81%	1.30%	
Jewish	3.9%	Jewish	4.0%		1.00%	1.90%	
LGBTQIA+	4.4%	LGBTQIA+	0.5%		3.80%	4.50%	
Differently Abled	4.9%	Differently Abled	2.5%	12.60%	22.70%	25.60%	
Mental Health	3.3%	Mental Health	0.0%				
Middle Eastern	1.3%	Middle Eastern	1.0%				
Muslim Interest	1.0%	Muslim Interest	0.3%		0.01%	0.90%	24.10%
Racially Mixed	0.4%	Racially Mixed	0.1%	2.39%	2.21%	2.80%	
White	67.81%	White	59.44%	90.30%	81.00%	60.10%	14.9%

Order/Display Auditing: Worksheet

Date	Collection	Non Diverse (Animals/ White)	Asian	Black	Hispanic	Indigenous	Jewish	LGBTQIA+	Other Able	Mental Health	Muslim	Inter- sectional
9/24	JF											
9/24	PC											
9/24	YA											
9/24	NF											
9/24	ER/BB											
9/29	JF											
9/29	PC											
9/29	YA											
9/29	NF											
9/29	ER/BB											

Other Able: Addiction, Alcoholic, ALS, Alzheimer/Dementia, Amputee, Aspergers, Autism Blind, Brain Wounds/Injuries, Cerebral Palsy, Deaf, Diabetes, Disability, Mutism, Paraplegic, Parkinson's, Polio, Quadriplegic, Sclerosis

Mental Health: Anxiety, Depression, Eating Disorders, Gambling Addiction, Grief, Manic Depression, Mentally ill, Multiple Personality, Obsessive Compulsive Disorder, Postpartum, Post Traumatic Stress Disorder, Schizophrenia, Self Mutiation, Stockholm Syndrome.

Display Auditing: Item Tags

CALL #(ITEM)	RESER NOTE	TITLE
FICTION KHONG Rachel	DV-ABLE	Goodbye, vitamin : a novel / Rach
FICTION DEV Sonali #2Rajes	DV-ASIAN	Recipe for persuasion : a novel /
FICTION LIM Roselle	DV-ASIAN	Natalie Tan's book of luck and for
FICTION MORAIS Richard	DV-ASIAN	The hundred-foot journey : a nov
FICTION ESQUIVEL Laura #1Like	DV-HISP	Like water for chocolate : a novel
FICTION BRUNSTETTER Wanda #2AmishCookin	DV-NON	The blessing / Wanda E. Brunstet
FICTION HUGHES Anita	DV-NON	Christmas in London / Anita Hugh
FICTION MACOMBER Debbie	DV-NON	There's something about Christm
FICTION PROBY Kristen	DV-NON	The beauty of us / Kristen Proby.
FICTION ST AMANT Betsy	DV-NON	All's fair in love and cupcakes / B
FICTION TURNER Bethany	DV-NON	Hadley Beckett's next dish / Beth
FICTION WIGGS Susan	DV-NON	Family tree : a novel / Susan Wig
FICTION WIGGS Susan	DV-NON	The beekeeper's ball / Susan Wig
FICTION ALBERT Susan Wittig #7ChinaBayles		Chile death : a China Bayles myst
FICTION ANDREWS Mary Kay		Deep dish / Mary Kay Andrews.
FICTION RAFR Judy		Recines & wooden spoons / Judy

Search: Subject has "Cooking"

Export ITEM Information

Fields to be exported

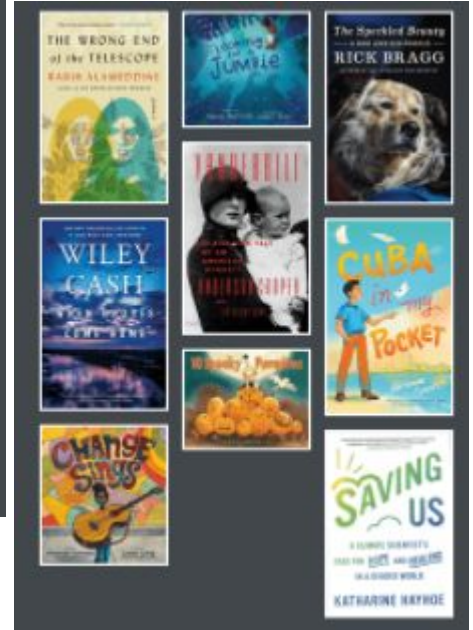
Line	Type	Field
1	i	CALL #
2	ITEM	RESER NOTE
3	BIBLIOGRAPHIC	TITLE

Append

Insert

Delete

New Title Lists on OPAC



Auditing Your Orders/ Lists

	All Available Stars	Stars Added	Total Stars Added	Diverse Titles Available	Diverse Titles Added	Percent of Diverse Added	Not Diverse Titles	Not Diverse Added	Percent of Not Diverse Added	Percent of Titles Diverse
June 1	36	30	83%	18	15	83%	18	15	83%	50%
June 8	46	29	63%	16	6	38%	30	23	77%	35%
June 15	36	20	56%	14	6	43%	19	14	74%	39%
June 22	31	19	61%	11	7	64%	20	12	60%	35%
June 29	25	20	80%	9	7	78%	16	13	81%	36%
July 6	46	26	57%	16	7	44%	30	19	63%	35%
July 13	37	24	65%	11	4	36%	26	20	77%	30%
July 20	27	17	63%	7	3	43%	20	14	70%	26%
July 27	32	21	66%	13	7	54%	19	14	74%	41%
August 3	44	31	70%	21	13	62%	23	18	78%	48%
August 10	32	15	47%	13	6	46%	19	9	47%	41%
August 17	32	19	59%	15	8	53%	17	11	65%	47%
August 24	23	18	78%	6	6	100%	17	12	71%	26%
August 31	20	14	70%	5	4	80%	15	10	67%	25%
Average			66%			59%			70%	37%

Finding Collection Resources



<https://www.ifoundthisgreatbook.com/black-mystery-authors-directory/>

Search ... 

I Found This Great Book



Google Podcasts



Apple Podcasts



Spotify



Amazon



Audible



Podcast RSS

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- [Mystery and Thriller Audiobooks by Black Authors](#)
- [Black Mystery Author Interviews](#)
- [Black Mystery Authors \(A – Z\)](#)
- [Black Mystery Authors by Sleuth and Genre](#)
 - [Black Authors Who Write Afro-Futurist Mysteries](#)

The Black Mystery Authors Directory

Have you ever wondered where you could find mysteries written by black authors? Would you like to browse a diverse collection of mysteries authored by black people from around the world? Do you want to read mysteries that center black people as the sleuth? Well, you have found the right place. Here you will find an ever-growing collection of black writers who create mysteries. From cozies to afro-

Adult Non-fiction

Resources as rare as the _____.

(Free candy bar to whomever in the audience can name this animal.)



Diverse Non-fiction for Adults Resource

List of Lists

An Index of Diversity Book Lists for Adults

[Index](#)

[Taxonomy](#)

[Contact](#) ▾

Diversity Categories

Diversity Awareness

- ▣ Age
- ▣ Disability
- ▣ Gender Identities
- ▣ LGBTQIA+ Identities
- ▣ Native Identities
- ▣ Racial & Cultural Identities
- ▣ Social & Political
- ▣ Spiritual Identities

Keywords

Addiction Afrofuturism Anthology Art Artists Civil War

Welcome.

List of Lists: An Index of Diversity Book Lists for Adults is a project funded by the [American Library Association's Carnegie-Whitney Grant](#). *List of Lists* aims to advance the vital work of promoting diverse reading materials by collecting and indexing diversity book lists for adults made by libraries and mainstream media sources. Book lists made from 2016-present are included in the index.

Diversity

Our definition of diversity draws from the American Library Association's articulation of diversity as *"the critical need for access to library and information resources, services, and technologies by all people, especially those who may experience language or literacy-related barriers; economic distress; cultural or social isolation; physical or attitudinal barriers; racism; discrimination on the basis of appearance, ethnicity, immigrant status, religious background, sexual orientation, gender identity, gender expression; or barriers to equal education, employment, and housing"* ([American Library Association, 2019](#)).

For a detailed rationale of List of Lists' taxonomy, please visit [the taxonomy page](#).

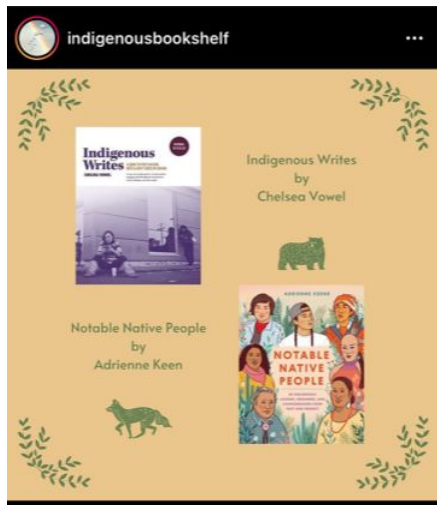
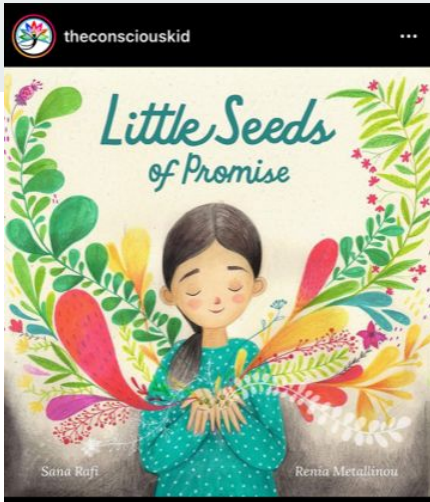
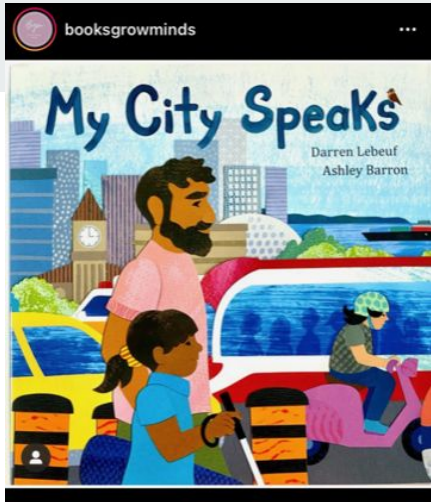
Hmong Publishers

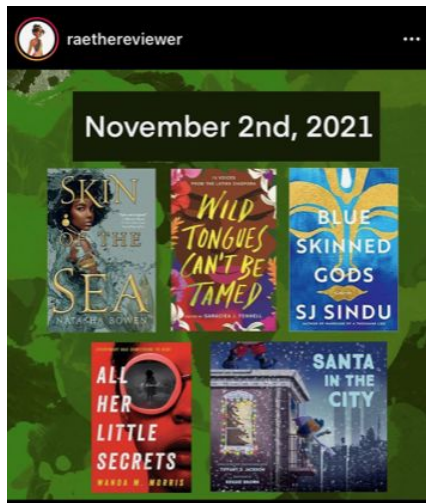


<http://www.learnaboutnmong.org/>

<https://herpublisher.com/>

<https://www.nmongabc.com/>





Questions?????



Thank You!

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Enjoy the rest of the conference!

