

12:59:16 From PLA Webinars to Everyone:
Welcome! Please introduce yourself here in the chat window by sending a message to "All panelists and attendees" (rather than the default "All panelists" only) to let us know where you're joining from today. Your fellow attendees won't be able to see your message if you don't send it to "All panelists and attendees." Thanks!

12:59:40 From Melanie Metzger to All panelists:
Hello...Melanie here from Albany, NY

12:59:45 From Lee Burkhalter to All panelists:
Hi from Minnesota!

12:59:46 From Nora Mastny to Everyone:
Hello. Attending from Downers Grove, Illinois.

12:59:51 From Leslie Briggance to All panelists:
Hello from North Olympic Library System in Port Angeles, WA!

12:59:51 From Cristina McLaren to All panelists:
Hello from Oxford County (Ontario, Canada)

12:59:52 From Krissy Jensen to Everyone:
Hello from sunny Boulder CO!

12:59:53 From Taylor Schaffter to Everyone:
Hello! This is Taylor Schaffter, Learning & Development Manager at Denver Public Library.

12:59:55 From Rob Liste to Everyone:
Hello, I'm Rob Liste from the Warren-Trumbull County Public Library in Warren Ohio.

12:59:56 From Nathan Jones to Everyone:
Nathan Jones - Forest Grove City Library, Oregon

12:59:56 From Nina Darlington to Everyone:
Hi from Steamboat Springs, Colorado

12:59:58 From Jacob McWilliams to Everyone:
hi there! Jacob from Denver CO

12:59:59 From Melinda Sandkam to Everyone:
Hello from Richmond, VA

12:59:59 From Celeste Bocchicchio-Chaudhri to Everyone:
Hello from Boston, MA

12:59:59 From Bethni King to Everyone:
Hello from Georgetown, TX!

13:00:00 From LynnDee Wathen to Everyone:
Hello from KCMO!

13:00:01 From Alicia Chatkin to Everyone:
Greetings! Great to be "here" today...Alicia from Pittsburgh, Pennsylvania.

13:00:01 From Beth Crowley to Everyone:
Hello, Cheshire,CT

13:00:02 From Katie Brown to Everyone:
Hello from Frederick MD

13:00:03 From Jan Connell to Everyone:
Hello from Toledo, Ohio

13:00:03 From Nan Carmack to Everyone:
Richmond VA

13:00:05 From JUANITA BERGMAN to All panelists:
Hello everyone. Attending from Fairview Heights, IL

13:00:05 From Romain Jean-Jacques to Everyone:
Hi, attending from Montréal, QC.

13:00:06 From Kathleen Pickering to All panelists:

Greetings from Belen New Mexico!

13:00:07 From Jessica C Williams to Everyone:
From Tiffin-Seneca Public Library in Ohio

13:00:08 From Maica Lelis-Her to All panelists:
Hi from St Paul , MN.

13:00:08 From Clarissa Thomas to Everyone:
Hello from Lexington, KY

13:00:08 From Carrie Herrmann to Everyone:
Hello from Northern Kentucky

13:00:08 From Shoshana Frank to Everyone:
Hello Everyone, Shoshana (she/her) from Naperville, IL.

13:00:12 From Deb Ripley to All panelists:
Good morning from Palos Verdes, CA

13:00:12 From Jordan Moorhouse to Everyone:
Hello from St. Louis!

13:00:13 From Dana Nothnagel to All panelists:
Hello from California State Library!

13:00:13 From Danis Houser to All panelists:
Hello from Grosse Pointe Park, MI

13:00:13 From Laurel Westendorf to Everyone:
Hello, Laurel from Deschutes Public Library in Bend ,Oregon

13:00:13 From Mary Kapusta to Everyone:
Hello from Calgary Public Library in Alberta, Canada.

13:00:14 From Leslie Humphrey to All panelists:
Sacramento, California

13:00:15 From Sara Grant to All panelists:
Hello from Sara Grant at Surrey Libraries in Beautiful British Columbia, Canada

13:00:15 From Harold George to Everyone:
Hello from St. Augustine, Florida—I am with the St. Johns County Public Library System

13:00:17 From Eric Palmer to All panelists:
Hello From Flint Michigan

13:00:17 From Megan Maurer to Everyone:
Hello from Scenic Regional Library in Union, MO.

13:00:17 From Emily Zimmer to All panelists:
Hello from Arlington, WA

13:00:18 From Lauren Russell Bushong to Everyone:
Hi! Lauren Russell Bushong from Louisville, KY

13:00:19 From Teresa Miller to All panelists:
Hi from PG County, MD

13:00:20 From Jessica Bevan to Everyone:
Jess - Pittsburgh

13:00:20 From Brett Rohlwing to All panelists:
Hello from Milwaukee - the Good Land.

13:00:20 From Alexandra Houff to Everyone:
Hi from Baltimore County Public Library

13:00:20 From Ramin Naderi to All panelists:
Hello from Los Angeles, CA!

13:00:21 From Paulette Harding to All panelists:
Hi everyone. I'm Paulette from Poplar Creek Public Library in Streamwood, IL

13:00:22 From Catherine Seavey to All panelists:
Hello from Holiday, FL

13:00:22 From Rachel Bergquist to Everyone:
Hi from Squamish, British Columbia, Canada!

13:00:23 From Sheila Bauman to Everyone:
Hello from Kitchener Ontario

13:00:23 From Mary Halterman to Everyone:
Hello from Belfair, WA - Timberland Regional Library

13:00:23 From PLA Webinars to Everyone:
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13:00:23 From kelly fitzpatrick to All panelists:
hi Kelly from bethlehem

13:00:24 From Jennifer Hamlin to All panelists:
Heya, I'm Jennie from Louisville, KY

13:00:24 From Lee Wilson to Everyone:
Hello. Lee Wilson from Spartanburg, SC USC Upstate Library

13:00:25 From Steph Niemeyer to Everyone:
Hello from Bloomington, Indiana!

13:00:25 From Amanda Kendrick to Everyone:
Hello from Concord, NC

13:00:25 From Natasha Chitow to All panelists:
Hello from Cottage Grove Public Library in Cottage Grove, Oregon

13:00:25 From Yolanda Poston to All panelists:
Hello, from Georgetown, KY

13:00:26 From Cindy Maxey to All panelists:
Hello from Shaker Heights (inner ring to Cleveland, OH)

13:00:26 From Catherine Charles to All panelists:
Hello from Richmond Hill ON Canada

13:00:26 From Ricky Newson to All panelists:
I'm Ricky Newson from Aberdeen MD

13:00:28 From Kayla Raymond to Everyone:
Hello! I'm joining from British Columbia, Canada.

13:00:28 From Kelly Thompson to All panelists:
Hello from Renfrew, Ontario!

13:00:29 From Meg Mitchell to All panelists:
Hello Outside of Philadlephia

13:00:32 From MaryJane Celsie to All panelists:
Hi, Mary Jane from Richmond Hill, ON

13:00:32 From Sonia Perez to All panelists:
Hello from Solano County Library!

13:00:33 From Teddy Gomes to Everyone:
Hello from San Francisco!

13:00:33 From Estel Porras to Everyone:
Good morning from Orland, California.

13:00:34 From Stacy Barker to Everyone:
Hello from Cabot, Arkansas

13:00:35 From Jenny Fry to All panelists:
Hello from Surrey Libraries in BC :)

13:00:35 From Laona Fleischer to Everyone:
Hello from Brookfield Illinois

13:00:35 From Julie Milavec to All panelists:
Hello from Downers Grove IL!

13:00:38 From Jae Bass to All panelists:

Hello from St Augustine, Florida

13:00:38 From Michele Williams to Everyone:
Good morning from Ohlone/Chochenyo land aka Oakland CA - SFPL

13:00:41 From Jodi Ohlson to All panelists:
Hola from Arivaca, Arizona.

13:00:43 From Carmen Niemeyer to Everyone:
Hey there from Cedar Rapid, Iowa!

13:00:44 From Jason Penckofer to Everyone:
Hi everyone. Joining from Waukesha, Wisconsin.

13:00:44 From Jenaya Myvett to Everyone:
Hello, Jenaya Myvett here from Saint Paul Public Library in Minnesota.

13:00:45 From Christie Starnes to All panelists:
Hello from Indian Trail, NC

13:00:45 From Angela Campbell to Everyone:
Hello from Rock Island, Illinois!

13:00:45 From Jessica Givens to Everyone:
Hi from central Oklahoma!

13:00:47 From Tahira Ahmad to All panelists:
Hello from Long Island, NY

13:00:48 From missy solis to All panelists:
Hi from San Diego County!

13:00:49 From Shayna Ross to All panelists:
Hello from Pittsburgh, PA

13:00:50 From Elizabeth Bell to All panelists:
Hi from Fairfield, California!

13:00:51 From Mona Reynolds to Everyone:
Hello from Cary, Illinois!

13:00:56 From Sherry Caibaiosai to All panelists:
Good afternoon from Whitby, ON

13:00:57 From alfred lagda to Everyone:
Hi from Napa, CA

13:00:57 From Eric Drew to All panelists:
Hi all, from Halifax, Nova Scotia, Canada!

13:00:58 From Jessica McElroy to All panelists:
Hello from Carroll County, Maryland!

13:01:00 From Michelle Mistalski to All panelists:
Hello from Northbrook, Illinois!

13:01:01 From Katie Monkiewicz to All panelists:
Hello from Ann Arbor, Michigan!

13:01:05 From Tulip Majumdar to Everyone:
Hi from Dallas, TX

13:01:05 From Carol Frost to Everyone:
Hello from San Mateo, California

13:01:05 From Sophia Pierre-Louis to All panelists:
Hello from Johnson Library in Lecompte, LA

13:01:06 From Jennifer Eyer to All panelists:
Good Afternoon from Ohio!

13:01:06 From Chris Koppenhaver to All panelists:
Hello. Overland Park, KS (Kansas City).

13:01:07 From Julie Dahlhauser to All panelists:
Julie from Jackson, TN. Hello all!

13:01:10 From Leah Langby to Everyone:
Hi from Eau Claire, WI

13:01:11 From Joel Sutherland to All panelists:
Hello from Toronto, Ontario!

13:01:13 From Michelle Mistalski to Everyone:
Hello from Northbrook, Illinois!

13:01:13 From Katie Monkiewicz to Everyone:
Hello from Ann Arbor, Michigan!

13:01:17 From Kristin Overbey to Everyone:
Hello, I'm Kristin from North Olympic Library System in Port
Angeles, Washington!

13:01:22 From Sam Killian to All panelists:
Hello from Ypsilanti Michigan!

13:01:24 From Shelley Sutherland to Everyone:
Hello from Skokie, Illinois, outside of Chicago.

13:01:25 From Chantel Walker (she/her) to Everyone:
Hello from San Rafael, Marin County, California

13:01:27 From Tiffany Mautino to All panelists:
Hi all from Kansas City, Mo

13:01:29 From Darlita Ballard to All panelists:
Hello Darlita Ballard from Jackson, MS.

13:01:35 From Sue Barrows to Everyone:
Hello from Battle Ground, WA

13:01:38 From Michelle Harris to All panelists:
Hello from Woodland Park in the Colorado Rockies.

13:01:39 From Julie Robinson to Everyone:
Kansas City, Missouri

13:01:39 From Adam Beebe to Everyone:
Hi from New Orleans!

13:01:40 From Carl Jaskolski to All panelists:
Carl from Jackson, Wisconsin

13:01:42 From PLA Webinars to Everyone:
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and attendees" instead of the default "All panelists." Your fellow
attendees won't be able to see your message if you don't send it to "All
panelists and attendees." Thanks

13:01:43 From Julie Dahlhauser to Everyone:
Hello from Jackson, TN! Julie D.

13:01:43 From Breanna Feliciano to Everyone:
Hello from Napa!

13:01:49 From Chris Koppenhaver to Everyone:
Hello. Overland Park, KS (Kansas City).

13:01:54 From Linda Landi to Everyone:
Good morning from Portland, OR!

13:01:55 From Lisa Hathaway to All panelists:
Hello from West Palm Beach, Florida!

13:01:56 From Richard Thornley to Everyone:
Edmonton, Alberta (Canada)

13:01:58 From Christine Johnson to Everyone:
Greetings from soggy eastern CT

13:01:58 From Catherine Seavey to Everyone:
Hello from Holiday, FL

13:01:58 From Joel Sutherland to Everyone:
Hello from Toronto, Ontario!

13:01:59 From Andrea Vallejo to Everyone:
Hello from TLCPL, Toledo Ohio!

13:02:00 From Natalie Ruppert to Everyone:
Hello from Erlanger, Kentucky!

13:02:01 From Yuri Zietz to Everyone:
Hi everyone! Yuri from Baltimore County Public Libraries here.

13:02:02 From Meg Mitchell to Everyone:
Hello From near Philadelphia PA

13:02:07 From AMY FRY to All panelists:
Hello from Silvis, IL!

13:02:09 From Karen Astorga to Everyone:
I'm Karen. Hello from Denver, Colorado!

13:02:11 From Monica Porter to Everyone:
Hi from Ypsilanti, Michigan

13:02:13 From Megan Garza to All panelists:
Hello from Toronto Ontario!

13:02:14 From PLA Webinars to Everyone:
Need technical assistance with the webinar? Contact me using the Q&A window and I'll respond a.s.a.p. Thanks!

13:02:16 From Ricky Newson to Everyone:
Ricky Newson from Aberdeen MD

13:02:18 From Chris Lindquist to All panelists:
Howdy from Farmington, CT!

13:02:22 From Leslie Briggance to Everyone:
Hello from Port Angeles, WA!

13:02:26 From Perlita Payne to Everyone:
Hi from Berkeley Public Library!

13:02:26 From Tiffany Mautino to Everyone:
Hi all for real now that I changed my settings, from Kansas City, Mo

13:02:26 From Mary Douglas to All panelists:
Mary D. from Tallahassee, FL!

13:02:27 From Anne Nelson to Everyone:
Hello from Crandall Public Library in Glens Falls, NY

13:02:31 From PLA Webinars to Everyone:
Remember, everyone, to send your chat messages to "All panelists and attendees" instead of the default "All panelists." Your fellow attendees won't be able to see your message if you don't send it to "All panelists and attendees."

13:02:31 From Kevin Spangenberg to All panelists:
Hi from Harrisburg, PA

13:02:31 From Rei Kitano to All panelists:
Good morning! Hello from Surrey, BC in Canada

13:02:35 From Dory Klein to All panelists:
Hello from Massachusetts land, AKA Boston, MA

13:02:48 From PLA Webinars to Everyone:
Remember, everyone, to send your chat messages to "All panelists and attendees" instead of the default "All panelists." Your fellow attendees won't be able to see your message if you don't send it to "All panelists and attendees."

13:02:49 From Rei Kitano to Everyone:
Good morning! Hello from Surrey, BC in Canada

13:02:49 From Phyllis Potter to All panelists:
I'm Phyllis from Plano, TX.

13:02:50 From Todd Kyle to All panelists:
Hello from Brampton, Ontario, Canada

13:02:57 From PLA Webinars to Everyone:
Remember, everyone, to send your chat messages to "All panelists and attendees" instead of the default "All panelists." Your fellow attendees won't be able to see your message if you don't send it to "All panelists and attendees."

13:03:08 From Mary Douglas to Everyone:
Mary D. from Tallahassee, FL!

13:03:08 From Joyce Cooper to Everyone:
Good morning! This is Joyce from Los Angeles Public Library in California

13:03:21 From Courtney Entner to All panelists:
Hi everyone from Spruce Grove, AB, Canada!

13:03:22 From Emily Zimmer to Everyone:
Hello from Snohomish County WA

13:03:26 From PLA Webinars to Everyone:
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13:03:27 From Annapurna Dandu to All panelists:
Hello from Santa Clara county Library Dist. CA

13:03:28 From bobbie dougherty to Everyone:
hello! bobbie from dc public library (Washington dc)

13:03:32 From Lillie Mitchell to Everyone:
Hello from Charlotte, NC.

13:03:34 From M.G. Maloney to All panelists:
Greetings from the land of the Cahuilla and Serrano peoples, also known as Redlands, CA

13:03:36 From Angela Mathieu to All panelists:
Hello from Lake Charles, Louisiana

13:03:43 From PLA Webinars to Everyone:
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13:03:43 From Mary George to Everyone:
Yay! Derek!!

13:03:45 From James Allen Davis Jr, (he/him) to Everyone:
Welcome everyone,

13:03:47 From Ralph Cooper to All panelists:
Hello, Ralph from Yonkers Public Library(NY)

13:03:58 From Melissa Hostettler to All panelists:
Hello from Chambersburg, PA. 👍

13:04:08 From PLA Webinars to Everyone:
Remember, everyone, to send your chat messages to "All panelists and attendees" instead of the default "All panelists." Your fellow attendees won't be able to see your message if you don't send it to "All panelists and attendees."

13:04:08 From Andrea Davidson to All panelists:
Hi my name is Andrea Davidson, I am an uninvited, white colonial settler who acknowledges and respects the traditional, ancestral, and occupied territories of the Coast Salish Peoples, including those of the x̣ẉṃə̣θ̣ḳ'ə̣ỵ'ə̣m (Musqueam), shíshálh (Sechelt), Ṣḳẉx̣ẉụ́7mesh (Squamish) and sə̣l'íḷẉə̣ṭə̣ʔ̣ł̣ (Tseleil-Waututh) Nations, on which I live, learn and work.

13:04:14 From Amy Steinbauer to Everyone:
Hello from Washington, DC! (Hi Bobbie! lol)

13:04:19 From Melissa Hostettler to Everyone:
Hello from Chambersburg, PA. 👍

13:04:30 From Andrea Davidson to Everyone:
Hi my name is Andrea Davidson, I am an uninvited, white colonial settler who acknowledges and respects the traditional, ancestral, and occupied territories of the Coast Salish Peoples, including those of the x̣ẉməθḳẉəỵ'əm (Musqueam), shíshálh (Sechelt), Ṣḳẉx̣ẉú7mesh (Squamish) and səl'ílwətaʔḷ (Tseil-Waututh) Nations, on which I live, learn and work.

13:04:31 From Sara Grant to Everyone:
Hello from Sara Grant at Surrey Libraries in Beautiful British Columbia, Canada

13:04:47 From Jennifer Bressler to Everyone:
Hello! Jennifer from Reading Public Library, PA

13:04:51 From Taylor Schaffter to Everyone:
Hi James!

13:04:52 From Eric Drew to Everyone:
Ahoy from Nova Scotia Canada!

13:04:55 From Jessica McElroy to Everyone:
Hello from Carroll County, Maryland

13:05:03 From Brenna Prestidge to All panelists:
Hello from Calvert County MD!

13:05:18 From Rebecca McGhee to Everyone:
Hello from Rebecca in Pueblo at PCCLD

13:05:30 From Tracy Dimond to All panelists:
Hello! Tracy Dimond from Enoch Pratt Free Library, glad to be here.

13:05:31 From Debbie Wittkop to All panelists:
O-H ...

13:05:38 From Gianna Gifford to All panelists:
Hello from Boston Public Library!

13:06:08 From Andrea Vallejo to Everyone:
Love more information on those plans for 2022, James Allen!

13:06:20 From Sundari Kishore to Everyone:
Hello from Princeton Public Library - Princeton, NJ.

13:06:23 From Jennifer Weeks to Everyone:
Good Morning from Santa Clara County - Jennifer

13:06:28 From Enola Romano to Everyone:
Greetings from NJ

13:06:47 From Linda McFadden to All panelists:
Hello from Bridgeton, NJ

13:06:52 From Morgan Mullins to All panelists:
Hello from Rowan County Public Library in KY!

13:07:14 From Steve Fisher to All panelists:
Hi from Whitby Public Library. Whitby Ont. Canada

13:07:16 From James Allen Davis Jr, (he/him) to Everyone:
<https://www.jclcinc.org/jclc-2022>

13:07:43 From PLA Webinars to Everyone:
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13:07:45 From Jennifer Cox to All panelists:

Good Morning from Portland, OR. State Library of Oregon and Chemeketa Community College.

13:08:07 From Tracy Dimond to Everyone:
Hello! Tracy Dimond from Enoch Pratt Free Library, glad to be here.

13:08:12 From Victoria Slessman to All panelists:
Hello from Greenville, SC, USA

13:08:12 From Jennifer Cox to Everyone:
Good Morning from Portland, OR. State Library of Oregon and Chemeketa Community College.

13:08:36 From Tulip Majumdar to Everyone:
Here from Kickapoo land!

13:08:36 From Phyllis Potter to Everyone:
I'm Phyllis from the Plano Public Library in Plano, TX. Greetings!

13:08:58 From missy solis to Everyone:
Hello from San Diego County

13:09:10 From Perlita Payne to Everyone:
On unceded Ohlone land

13:09:16 From Krystal Messer to All panelists:
Tongva land

13:09:21 From Kinshasa Vargas-Pile to Everyone:
I'm Kinshasa from Enoch Pratt Free Library in Baltimore City, MD

13:09:21 From Julie Dahlhauser to Everyone:
I'm on land that was the territory of the Chickasaw.

13:09:23 From Mary Kellogg to All panelists:
Lewes Delaware

13:09:30 From elizabeth joseph to All panelists:
Hello from Stamford, CT - so excited for this presentation.

13:09:30 From Maria Landrum to All panelists:
Hi from New Orleans, LA!

13:09:33 From Lisa Keefer to All panelists:
Greetings from Cuyahoga County Public Library.

13:09:36 From Sherry Caibaiosai to All panelists:
Mississaugas of Scugog

13:09:38 From Regina H to All panelists:
Hello from DC 🍌

13:09:38 From Jenaya Myvett to Everyone:
Dakota people's land in Minnesota

13:09:42 From Richard Thornley to Everyone:
Treaty 6 territory, a traditional meeting grounds, gathering place, and travelling route to the Cree, Saulteaux, Blackfoot, Métis, Dene and Nakota Sioux.

13:09:49 From Beth Crowley to Everyone:
I am on the land of the Quinnipiac.

13:09:57 From Joann Hunter to All panelists:
Hi from Evansville Indiana

13:10:07 From Amanda Kendrick to Everyone:
Catawba land in Concord, NC

13:10:09 From Natasha Chitow to Everyone:
I am on the land of the Kalapuya

13:10:26 From Dan Watkins to All panelists:
Hello from North Texas are near Dallas

13:10:26 From Celeste Bocchicchio-Chaudhri to Everyone:
Greetings from the land of the Wompanoag and Masschuset

13:10:27 From akunna eneh to Everyone:

Outreach Librarian, on Massachusetts people's home

13:10:32 From Krissy Jensen to Everyone:
I am on the land of the Arapaho, Cheyenne and Ute nations

13:10:34 From Eric Drew to Everyone:
Listening from the heart of Mi'kma'ki.

13:10:38 From Nan Carmack to Everyone:
Powhatan and Cherokee

13:10:38 From Jennifer Cox to Everyone:
The Multnomah, Wasco, Cowlitz, Kathlamet, Clackamas, Bands of Chinook, Tualatin, Kalapuya, Molalla, and many other tribes who made their homes along the Columbia River creating communities and summer encampments to harvest and use the plentiful natural resources of the area

13:10:45 From Mary Kate Downing to Everyone:
Here from Tocobaga and Seminole lands

13:10:56 From Andrea Vallejo to Everyone:
This is already so beautiful a gathering.

13:10:58 From Christine Johnson to Everyone:
On Mohegan and Western Nehantick lands

13:11:07 From Anthony Buchanan to Everyone:
Anthony, here, hailing from Louisville, KY. Cherokee, Shawnee, Chickasaw were our main tribes in this area

13:11:13 From Jenaya Myvett to Everyone:
I am on the land of Ho Chunk people

13:11:29 From Mary Halterman to Everyone:
I am on the unceded land of the Twana people.

13:11:30 From Rachel Bergquist to Everyone:
I live and work on the traditional, current, and unceded territory of the Skxwu7mesh Uxwumixw.

13:11:31 From Romain Jean-Jacques to Everyone:
Sorry, I didn't mentioned the land. I am on unceded Tiohtià:ke land.

13:11:32 From Cherri Braye to All panelists:
listening from the land of the Anishnaabe

13:11:38 From Jenny Fry to Everyone:
I live on the ancestral, unceded, and shared Coast Salish territory, including the sq'əc'iy'aʔɪ təməxʷ (Katzie) (kate-zee); qw'ʔntl'en (Kwantlen); kwikwəʔəm (Kwikwetlem) (kwee-kwet-lum); šxʷməθkʷəy'əməʔɪ təməxʷ (Musqueam); S'ólh Téméxw (Stó:lō); qiqéyt (Qayqayt) (key-kite); and Stz'uminus Nations. Other Nations' traditional territories that I live on include the Squamish and the səlilwətaɪ təməxʷ (Tsleil-Waututh) (Slay-wah-tuth, which means People of the Inlet in the traditional language, Downriver Hunq'eme'nem (HUN keh-mee-num)). I work on the traditional territories of the semi'ɑ:mu: (Semiahmoo), sq'əc'iy'aʔɪ təməxʷ (Katzie) (kate-zee), kwikwəʔəm (Kwikwetlem) (kwee-kwet-lum), qw'ʔntl'en (Kwantlen), qiqéyt (Qayqayt) (key-kite), xʷməθkʷəy'əm (Musqueam), and the sc'əwaθenaʔɪ təməxʷ (Tsawwassen) Nations.

13:11:53 From PLA Webinars to Everyone:
<http://www.ala.org/aboutala/offices/diversity/chicago-indigenous>

13:11:59 From Eric Gomez to Everyone:
Seminole tribe lands FL

13:12:00 From JUANITA BERGMAN to Everyone:
Ho-Chunk, Miami, Inoka, Menominee, Sac, Fox,

13:12:00 From Betsy Arand to Everyone:
Attending from Whidbey Island in Washington state, Coast Salish

13:12:01 From Ellie Avis to Everyone:
here from Takelma, Shasta, Taltushtuntude, & Dakubetede peoples' homeland

13:12:07 From Enola Romano to Everyone:
joining from Munsee Lenape land

13:12:22 From Sarah Morrison to All panelists:
Hoh Tribe, Jamestown S'Klallam Tribe, Lower Elwha Klallam Tribe, Makah Indian Tribe, Quileute Tribe, Quinault Indian Nation, Port Gamble S'Klallam Tribe and the Skokomish Tribe

13:12:36 From Morgan Mullins to All panelists:
Watching from Tsalagi lands.

13:12:40 From Kinshasa Vargas-Pile to Everyone:
I am on the land of the Lumbee, Piscataway, and Cherokee nations

13:12:50 From PLA Webinars to Everyone:
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13:12:55 From Brett Rohlwing to All panelists:
Potawatomi, Menominee, Ho-Chunk, Peoria. and Ochethi Sakowin peoples

13:13:09 From Brett Rohlwing to Everyone:
Potawatomi, Menominee, Ho-Chunk, Peoria. and Ochethi Sakowin peoples

13:13:33 From Julie Milavec to All panelists:
We acknowledge that the Downers Grove Public Library sits on the unceded, traditional and ancestral homelands of Native peoples. We honor with gratitude the land itself and the Indigenous peoples who have stewarded it throughout the generations, past and present. We invite you to take a moment of reflection to consider the violent genocide and forced displacement by non-Native settlers, and the ongoing injustices against Native peoples.

13:13:47 From PLA Webinars to Everyone:
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13:14:06 From Celeste Bocchicchio-Chaudhri to Everyone:
I would love a link to that article

13:14:07 From Samantha O'Heren to Everyone:
Please put that in the chat?

13:14:07 From emily aspinwall to Everyone:
<https://cjal.ca/index.php/capal/article/download/34340/27009/>

13:14:08 From Tulip Majumdar to Everyone:
Thank you for mentioning these resources

13:14:09 From Lalitha Nataraj (she/her) to Everyone:
Nice White Meetings can be found here:
<https://cjal.ca/index.php/capal/article/view/34340>

13:14:15 From Celeste Bocchicchio-Chaudhri to Everyone:
Thanks!

13:14:16 From JUANITA BERGMAN to Everyone:

I live about twenty minutes from the Cahokia Mounds...<https://en.wikipedia.org/wiki/Cahokia>

13:15:00 From Rachel Bonish to All panelists:
how do you increase the number of staff people of color in a library?

13:15:28 From Jessica C Williams to Everyone:
Wyandot

13:15:49 From PLA Webinars to Everyone:
Remember, everyone, to send your chat messages to "All panelists and attendees" instead of the default "All panelists." Your fellow attendees won't be able to see your message if you don't send it to "All panelists and attendees."

13:16:06 From Derek Wolfgram (he/him) to Everyone:
White Supremacy Culture by Tema Okun:
https://www.dismantlingracism.org/uploads/4/3/5/7/43579015/okun_-_white_sup_culture.pdf

13:16:30 From Rachel Bonish to Everyone:
how do you increase the number of staff people of color in a library?

13:17:52 From Kinshasa Vargas-Pile to Everyone:
I went to the University of Denver for my MLIS and I could not even get an interview. My name is too ethnic and I went to Howard University for undergrad.

13:18:23 From Ida Gonzalez-Garza to All panelists:
Ida Gonzalez-Garza County Library Director Nueces County Public Libraries Robstown, TX

13:18:29 From Lisa Kastner to All panelists:
Is there any way this can be shared with the public? These biases are true across industries. People need to hear it and acknowledge it so we can stop such biases.

13:18:50 From Michele Williams to Everyone:
Where did staff go when they left Denver Public Library?

13:19:43 From Celeste Bocchicchio-Chaudhri to Everyone:
Was that a book discussion group for staff or for the community or both?

13:20:24 From Daniyom Bekele to All panelists:
Celeste- the book discussion group (RADA) was for both staff and community. It was really powerful, raw and highly emotional.

13:20:41 From Daniyom Bekele to Everyone:
Celeste- the book discussion group (RADA) was for both staff and community. It was really powerful, raw and highly emotional.

13:20:56 From Celeste Bocchicchio-Chaudhri to Everyone:
Thank you Daniyom!

13:22:29 From Sonia Perez to All panelists:
What is an affinity space?

13:22:43 From PLA Webinars to Everyone:
Remember, everyone, to send your chat messages to "All panelists and attendees" instead of the default "All panelists." Your fellow attendees won't be able to see your message if you don't send it to "All panelists and attendees."

13:23:27 From James Allen Davis Jr, (he/him) to Everyone:
Examples of programs by R.A.D.A.
<https://history.denverlibrary.org/news/rada-discussion-series-back>

13:23:28 From Maica Lelis-Her to Everyone:

How can we find balance in hiring BIPOC in management position but then they are assigned to the branches that historically face challenges? Also, representation is important (managers that reflect the community) but, leaving the work to BIPOC managers to handle these branches facing the most challenges?

13:25:03 From Monica Porter to Everyone:

I have been told that I needed to "smile" and "talk" more.

13:25:25 From Jennifer Hamlin to Everyone:

the same happen to me years ago

13:25:43 From JUANITA BERGMAN to Everyone:

same and that I need to be more cheerful

13:25:49 From Jennifer Hamlin to Everyone:

and i'm autistic

13:26:10 From Ralph Cooper to All panelists:

I've also been advised to smile more.

13:26:14 From Jenaya Myvett to Everyone:

I've consistently had these same statements in my performance reviews.

13:26:27 From Abby Garnett to Everyone:

@Maica that is a very good question thank you for asking that

13:26:31 From Monica Porter to Everyone:

I even had the union called on me for not talking enough when working in a public library as staff.

13:27:17 From Marquita Gooch-Voyd to All panelists:

Same thing happened to me. I was also told I had "lost the joy" in my work. Mind you, this was told to me just weeks after one of my parents suddenly passed away. I spoke up about it and they lowered my performance review enough that they could report it to my group manager. I quit a few months later.

13:27:26 From Sara Ryan to Everyone:

Another +1 to & appreciation of Maica's question

13:28:12 From Rachel Bonish to Everyone:

can you define what BIPOC stands for? I have never heard the term.

13:28:12 From Lalitha Nataraj (she/her) to Everyone:

Thank you for sharing your stories, and yes, Jennifer, such norms really disregard neurodiversity.

13:28:15 From Mary Hirsh to Everyone:

We are keeping track of questions for Q&A. Please continue to put your questions for the panelists here in the chat

13:28:31 From Lalitha Nataraj (she/her) to Everyone:

Thank you, Rachel - BIPOC = Black, Indigenous and People of Color

13:28:31 From Tulip Majumdar to Everyone:

Lalitha, what was that article about white womanhood you mentioned?

13:28:56 From elizabeth joseph to All panelists:

Thank you panelists for validating my perception and reality - I am finally really starting to realize that its not me but the system.

13:29:12 From Anthony Buchanan to Everyone:

I've been called on the carpet for, essentially, code-switching. But sometimes you can get across to a patron, particularly a problematic one, if you reduce that inter-personal barrier.

13:29:19 From Lalitha Nataraj (she/her) to Everyone:

Tulip, the article is The Legacy of Lady Bountiful: White Women in the Library by Gina Schlesselman-Tarango

13:29:25 From Lalitha Nataraj (she/her) to Everyone:

Link here: <https://scholarworks.lib.csusb.edu/library-publications/34/>

13:29:35 From Kinshasa Vargas-Pile to Everyone:

@Lalitha Thank you so much

13:29:42 From Tulip Majumdar to Everyone:

Thank you so much! @Lalitha

13:29:45 From Lalitha Nataraj (she/her) to Everyone:

You're very welcome, Kinshasa and Tulip!

13:29:45 From Carl Jaskolski to Everyone:

Why is it BIPOC? Are not black individuals people of color?

13:30:07 From Dan Watkins to Everyone:

I was told to be more positive in an evaluation from a very abusive boss.

13:30:08 From JUANITA BERGMAN to Everyone:

@Lalitha, thank you for the link.

13:30:12 From tanika johnson to Everyone:

Should organizations create continued internal practices than just putting out a diversity, equity, and inclusion policy for staff and what are some suggestions, if this makes sense. Thanks.

13:30:22 From Jay Averill to Everyone:

How can we include white allies in our mission and scope for equality?

13:30:30 From Dana Nothnagel to Everyone:

Have you explored diversity statements in the hiring process? If so, have you found this to be a helpful policy for increasing diversity? (Especially in states where it's illegal to consider race/sex/ethnicity in hiring process)

13:30:59 From Yesenia Villar to All panelists:

Lalitha, could you also share the other titles? Such great resources!

13:31:05 From Maria Landrum to All panelists:

@carl: it's black indigenous and people of color? people say black and brown POC.

13:31:09 From Daniyom Bekele to Everyone:

@Carl... from my understanding- not every person of color identifies as black hence the inclusion of PIC in BIPOC

13:31:15 From PLA Webinars to Everyone:

Remember, everyone, to send your chat messages to "All panelists and attendees" instead of the default "All panelists." Your fellow attendees won't be able to see your message if you don't send it to "All panelists and attendees." Thanks!

13:31:31 From Lalitha Nataraj (she/her) to Everyone:

That's a really great question, Carl. The term BIPOC centers the experiences of Black and Indigenous peoples who are deeply impacted by legacies of slavery, colonization and genocide.

13:31:37 From Carl Jaskolski to Everyone:

Why are we still using diversity to bring people together where the root of the word 'div' is about separating; division, divide, divorce, etcetera? Unless it is done very well, then it is divine. More emphasis should be on inclusiversity, integration and equity.

13:31:46 From Rachel Fuller to Everyone:

@Carl -- Here is a resource that may be a good starting point in your reading: <https://www.thebipocproject.org/>

13:32:05 From Yesenia Villar to Everyone:

Lalitha, could you share the other titles? Such great resources!

13:32:16 From PLA Webinars to All panelists:
Remember, panelists, that Mary may ask you to repeat your answer to a question you've responded to here in chat. Thanks!

13:32:24 From Lalitha Nataraj (she/her) to Everyone:
@Yesenia, here are the sources I cited:

13:32:31 From Natasha Chitow to Everyone:
@Carl: because we all have some very different life experiences that influence how we see the world.

13:32:42 From Carl Jaskolski to Everyone:
So, Lalitha, no other POC have that shared experience?

13:32:42 From Lalitha Nataraj (she/her) to Everyone:
Tema Okun:
https://www.dismantlingracism.org/uploads/4/3/5/7/43579015/okun_-_white_sup_culture.pdf

13:33:08 From M.G. Maloney to All panelists:
Thank you all for sharing your stories-

13:33:13 From JUANITA BERGMAN to Everyone:
Thank you for the resource links.

13:33:45 From Carl Jaskolski to Everyone:
Once again, it is about separation not inclusion or what is know as identity politics.

13:34:16 From Lalitha Nataraj (she/her) to Everyone:
Carl, I think it's important to acknowledge that BIPOC is a term of inclusion and we acknowledge that the experiences of Black and Indigenous peoples cannot be conflated with the experiences of other People of Color.

13:34:27 From ERIC SPENCER to Everyone:
I'd like to hear about examples of conversations that arose in affinity group settings that successfully crossed the barrier into the organization and had positive impact on making change. How did that affinity work directly lead to the impact?

13:34:34 From PLA Webinars to Everyone:
Have a question for our panelists? Post it here in the chat window to "All panelists and attendees." We'll address all your questions later in the webinar. Thanks!

13:34:47 From Yesenia Villar to Everyone:
Thank you Lalitha!

13:35:01 From Lalitha Nataraj (she/her) to Everyone:
@Yesenia also <https://scholarworks.lib.csusb.edu/library-publications/34/>

13:35:23 From Yesenia Villar to Everyone:
<3 <3 <3

13:35:41 From Carl Jaskolski to Everyone:
I respectively disagree as it highlights Identity Politics not true inclusion.

13:36:50 From Tulip Majumdar to Everyone:
I enjoyed reading this, about this origin of the phrase "identity politics" <https://belonging.berkeley.edu/identity-politics-friend-or-foe>

13:37:00 From Dana Nothnagel to Everyone:
I'd love to hear the panelists thoughts on making trainings/reading groups/self-guided learnings mandatory for all staff. Is this effective?

13:37:02 From Maica Lelis-Her to Everyone:

@Lalitha Thank you for providing resource, content, and answering question. I think you have provided enough resource for us to read and learn on our own.

13:37:07 From Catherine Seavey to Everyone:

@Carl it is a decision many black activists have pushed for. The separation is purposeful because the experiences of black people are not the same as the experiences of other people of color. There's nothing wrong with disagreeing, but it's important to understand why we want that distinction.

13:37:21 From Lalitha Nataraj (she/her) to Everyone:

Eric, I can certainly speak to that; we created an affinity group at my organization made up of BIPOC faculty librarians; a safe group for us to talk and support each other in personal and professional ways. Our work impacted recruitment and retention – at least 2 tenure track librarians were internal hires (as a result of mentorship from this affinity group)

13:37:22 From Carl Jaskolski to Everyone:

Embracing and acceptance is not the purpose or goal of inclusion. Rather, valuing inclusion means acknowledging that other people, other races, other voices, and other cultures have as much integrity and as much claim on the world as you do. It is the recognition there are other ways of seeing the world, solving problems, and working together. Finally, it is important to remember the goal of any inclusion initiative is not to change people's perceptions, or eliminate whatever prejudices or belief systems they hold, but rather to focus pragmatically on what is expected in the workplace, and what will provide a good and productive working environment for every employee. Can a group be formed that has synergy (greater than the sum of our parts) by focusing on and promoting that which makes each one different? Or, would they most likely be able to unite by focusing on common beliefs, which brings them together? Something to think about!

13:37:23 From Christine Johnson to Everyone:

For smaller organizations like ours with no BIPOC staff members, how do you suggest we begin the conversation within our organization?

13:38:35 From Celeste Bocchicchio-Chaudhri to Everyone:

Carl, are you listening to the panelists, or are you just here to make your own point about identity politics?

13:39:03 From Julie Milavec to All panelists:

Chantel, can we get the link to the video you referenced?

13:39:32 From Tulip Majumdar to Everyone:

@Chantel, thank you for sharing how course correcting is a natural part of this work! And that constant reflection is key :)

13:40:02 From Jessica C Williams to Everyone:

+1 for @Chrstine J.'s question

13:40:13 From Lalitha Nataraj (she/her) to Everyone:

Carl, it's difficult to focus on "common beliefs" when our life experiences are so different from each other. How can we "unite" if we don't openly acknowledge difference first?

13:40:37 From Carl Jaskolski to Everyone:

Celeste, I am listening and critically analyzing what is be said to the topic.

13:41:26 From Anthony Buchanan to Everyone:

How do we push forward when working in an environment where so many staff are, for lack of a lengthy nuanced discussion, alienated from the organization? Is there a way to really kick this kind of work up a notch?

13:41:34 From Taylor Schaffter to Everyone:

@Carl - I have to say that I disagree with your point on focusing on commonalities rather than ackno

13:41:44 From Taylor Schaffter to Everyone:

Acknowledging our differences*

13:42:08 From Taylor Schaffter to Everyone:

I see it as minimization of the lived experiences of individuals.

13:42:11 From Ricky Newson to Everyone:

Issues of race appear to be more of an issue depending on the location on the library. Addressing the issue will be more difficult in some areas than others. As such how can the promotion of a more equal work place be addressed depending on the environment. How can we adjust it in an environment that is more racially biased compared to one that is less?

13:42:22 From Lalitha Nataraj (she/her) to Everyone:

I also think that any mention of pragmatism and fostering "good and productive working environments" without critiquing the structures and policies that have historically centered whiteness is questionable.

13:42:22 From Tonya Swan to Everyone:

instead of debating Shouldn't we focus on our panelists who have given us their valuable time?

13:42:24 From Nina Darlington to Everyone:

+1 for @Christine J.'s question

13:42:32 From Mary Kapusta to Everyone:

Can the panel share some best practices and first steps in setting up employee resource groups?

13:42:40 From Carl Jaskolski to All panelists:

In a world where racial differences often lead to separation and conflict, it's imperative that we all work for unity and peace. Detecting your biases, prejudices and/or stereotypes is the first step to being released from it.

13:42:44 From Richard Thornley to Everyone:

Important to recognize that critics of efforts of inclusion often dismiss, disparage, and deny those efforts as divisive and "identity politics". @Carl listen and learn before you jump in with your criticism

13:42:50 From Danis Houser to All panelists:

@Lalitha I feel like it is acceptance of the lack of common beliefs that separates authentic allies willing to put in the work in the long term from lip service.

13:42:54 From Rachel Bergquist to Everyone:

Beautifully said, Chantel! I appreciated that explanation of the "why"!

13:42:56 From Maica Lelis-Her to Everyone:

Agree @Tonya. This is taking away from learning from panelist.

13:43:19 From Mary Halterman to Everyone:

For those who are beginning to acknowledge the white supremacist history of libraries in the US, you may be interested in Not Free, Not For All by Cheryl Knott. <https://www.umasspress.com/9781625341785/not-free-not-for-all/>

13:43:19 From Andrea Vallejo to Everyone:

also agree with Tonya. TY!

13:43:19 From Morgan Mullins to Everyone:
Thank you for that explanation, Chantel!

13:43:21 From Michele Williams to Everyone:
Could you talk about the positive effects of having the affinity groups?

13:43:27 From akunna eneh to Everyone:
my administration is very uncomfortable with assessment of new practices, new initiatives, whether admin led or staff led. from what has been shared, it seems like open communication, owning mistakes, and re-assessing are important processes for making change. how have you all gotten past that kind of institutional resistance to assessment and follow-up?

13:43:43 From Dana Nothnagel to Everyone:
^^^^Yes! How do you get leadership buy in?

13:43:51 From Morgan Mullins to Everyone:
^^^ +1

13:43:53 From Natalie Ruppert to Everyone:
I'm saddened by the choice of "White Supremacy" as the term coined by the younger generation to help navigate the course of this great work. Older generations associate it strictly with Adolf Hitler. People whose family members fought valiantly in WW II are immediately offended and don't take time to understand what is trying to be accomplished.

13:44:31 From Bri Skywall to Everyone:
Great question, @Akunna!

13:44:56 From Cindy Maxey to Everyone:
@Natalie I've never seen another term that describes what is in fact going on than white supremacy.

13:44:57 From Tulip Majumdar to Everyone:
Yes to we here!

13:45:40 From Yesenia Villar to Everyone:
IG: @BIPOC_in_LIS

13:46:15 From Anastacia Gordon to Everyone:
@Natalie White Supremacy did not begin or end with Adolf Hitler. The KKK for example was founded in 1865.

13:46:17 From Yesenia Villar to Everyone:
IG: @wehere.space

13:46:44 From Michele Williams to Everyone:
Yes to Vu!!!!

13:46:46 From Yesenia Villar to Everyone:
IG: @libvoices

13:46:56 From Daniyom Bekele to Everyone:
Thanks for sharing, Yesenia! My social media needs a refresh!

13:46:56 From Kristen Northrup to Everyone:
I don't think most people associate white supremacy with Hitler. And we almost all had family members who fought in WWII. People widely associate it with the KKK, which is certainly something you don't want to be affiliated with. But people have to work through the defensiveness or we'll never get anywhere.

13:46:57 From Lalitha Nataraj (she/her) to Everyone:
Yesenia, thank you for sharing these amazing resources!

13:47:15 From Mary Halterman to Everyone:
<https://nonprofitaf.com/2021/06/20-subtle-ways-white-supremacy-manifests-in-nonprofit-and-philanthropy/>

13:47:24 From Jenaya Myvett to Everyone:

Yes! Sonia! thank you for saying that each person needs to look in the mirror and challenge our own mindsets

13:47:56 From Andrea Davidson to Everyone:

Can you please share the gossip article Lalitha?

13:48:01 From Yesenia Villar to Everyone:

Podcast: LibVoices

13:48:03 From Andrea Vallejo to Everyone:

change requires discomfort...labeling what has happened for hundreds of years as White Supremacy is long overdue. It should make people feel uncomfortable. GOOD.

13:48:04 From Amanda Robertson to Everyone:

Don't be scared off by the term "white supremacy" because the concept isn't going anywhere. Great book aimed at white and white-passing people who want to confront the ways we benefit from systemic racism: Me and White Supremacy by Layla F Saad

13:48:06 From Lalitha Nataraj (she/her) to Everyone:

Thank you, Andrea - getting the link now!

13:48:28 From Bri Skywall to Everyone:

I second Layla F Saad's book!

13:48:31 From Lalitha Nataraj (she/her) to Everyone:

Article title: On the Disparity Between What We Say and What We Do in Libraries

13:48:31 From Maria Landrum to All panelists:

Can you please share the gossip article, Lalitha?

13:48:34 From Yesenia Villar to Everyone:

Podcast: Good Ancestor Podcast

13:48:36 From PLA Webinars to Everyone:

Post your questions for our panelists here in the chat window to "All panelists and attendees."

13:48:36 From Lalitha Nataraj (she/her) to Everyone:

Link: <https://core.ac.uk/download/pdf/132453476.pdf>

13:48:36 From Michele Williams to Everyone:

Thank you Panalists

13:49:00 From Chantel Walker (she/her) to Everyone:

The MCFL Equity Alliance Video is located at

<https://www.youtube.com/watch?app=desktop&v=j0IiLPP520M&feature=youtu.be>

13:49:06 From Tulip Majumdar to Everyone:

Thank you for all the excellent resources! :)

13:49:10 From Rachel Bonish to Everyone:

as librarians, we know that words have power. I agree with Natalie in that when the term "white supremacy" in this context will conjure images of the KKK and other hate groups. No, it is not the job if others to educate white folks on proper terms, but you need to be aware of the immediate reaction to those two words in this context.

13:49:46 From Lalitha Nataraj (she/her) to Everyone:

Also gonna plug this book (which is freely accessible online!) that just came out in April: Knowledge Justice: Disrupting Library and Information Studies through Critical Race Theory

13:49:53 From Lalitha Nataraj (she/her) to Everyone:

Access for free here: <https://mitpress.mit.edu/books/knowledge-justice>

13:50:01 From akunna eneh to Everyone:

thank you to @lalitha for the framing of CHALLENGING institutional norms and the white supremacy culture within. that's an important starting point.

13:50:09 From Lalitha Nataraj (she/her) to Everyone:
Just click on "Open Access"

13:50:10 From Sonia Falcón (she/her) to Everyone:
"20 Subtle Ways White Supremacy Manifests in Nonprofits and Philanthropy" <https://nonprofitaf.com/2021/06/20-subtle-ways-white-supremacy-manifests-in-nonprofit-and-philanthropy/#respond>

13:50:17 From Lalitha Nataraj (she/her) to Everyone:
You're very welcome, Akunna!

13:50:18 From Kinshasa Vargas-Pile to Everyone:
@ James 5 Points

13:50:38 From Jenaya Myvett to Everyone:
"Hiring" seems to be an action that speaks more to performative work versus internal work

13:50:38 From Bri Skywall to Everyone:
So many great resources!

13:51:05 From Richard Thornley to Everyone:
This has been such a great session, thank you!!!

13:51:10 From PLA Webinars to Everyone:
A follow-up email will be sent to all attendees (typically within 1-3 business days) with a link to the webinar recording. Also included will be the chat transcript, PDF versions of the slides, and a link to a boilerplate certificate of completion for this webinar that you can personalize as needed. I'll also compile the resource links shared by our panelists and include those as well.

13:51:20 From missy solis to Everyone:
Helpful to learn about Marin County's equity alliance and the networks. I look forward to checking out the video Chantel shared!

13:51:24 From Taylor Schaffter to Everyone:
I was really surprised recently to see Nicole Hannah-Jones, the author of The 1619 Project, question a component of Tema Okun's White Supremacist Culture framework recently. Particularly, the sense of urgency piece. It made me wonder about whether or not or how to use the model going forward. I'm wondering if the panelists had any sort of thoughts on this or questions like this about this model.

13:51:52 From Kinshasa Vargas-Pile to Everyone:
Thank you for all the perspectives!

13:51:53 From M.G. Maloney to All panelists:
Lalitha has her hand up!

13:52:05 From Lalitha Nataraj (she/her) to Everyone:
Thanks - that was an accident!

13:52:11 From Alicia Chatkin to Everyone:
How have your organizations led conversations at the Board level and gotten Board-member level buy in?

13:53:18 From Morgan Mullins to Everyone:
Our library is in a heavily majority-white area. Can the panelists share any brief tips about centering BIPOC voices or fielding BIPOC-forward policies with an effectively all-white staff, beyond the obvious (displays, collections)?

13:53:20 From missy solis to Everyone:

I am curious about how public libraries have changed relationships with donors (like friends groups) to build greater equity in how those resources are distributed.

13:53:32 From Lalitha Nataraj (she/her) to Everyone:

@Taylor - can you link to where Nikole Hannah-Jones questioned Okun's framework?

13:54:01 From Yesenia Villar to Everyone:

YES!!!

13:54:35 From Carl Jaskolski to All panelists:

Lalitha, thank you for the dialogue as it opens up further discussion to the topic of 'race' which is man made. Take care as I have another meeting. However, I highly recommend discussion should not even include the word

13:54:45 From Shelley Sutherland to Everyone:

Everyone needs windows and mirrors!

13:55:00 From Tulip Majumdar to Everyone:

love "lived experience" AND "learned experience"

13:55:01 From Carl Jaskolski to All panelists:

diversity but rather inclusion. Take care!

13:55:06 From Yesenia Villar to Everyone:

Thank you all for sharing this space, resources, and knowledge. This is just what my heart and spirit needed today.

13:55:17 From Lalitha Nataraj (she/her) to Everyone:

<3 Yesenia - glad to hear that!

13:55:20 From Darlita Ballard to All panelists:

Thanks for the information. Great conversation. (from Darlita Ballard, Jackson State University, Jackson, MS).

13:55:23 From Kinshasa Vargas-Pile to Everyone:

I agree

13:55:25 From Maica Lelis-Her to Everyone:

Thank you. It seemed like double edged source but I think the key is be able to support that BIPOC Manager. We are trying out an innovative way to hire, not requiring MLIS degree as a manager. We will keep trying. Its not perfect but its a start.

13:55:33 From Kinshasa Vargas-Pile to Everyone:

Word of mouth is great

13:55:49 From Celeste Bocchicchio-Chaudhri to Everyone:

How do you deal with management that talks the talk but does not walk the walk when it comes to racial equity?

13:55:50 From akunna eneh to Everyone:

agreed, @yesenia! <3

13:56:03 From Taylor Schaffter to Everyone:

@Lalitha Sure thing! It was just a Twitter thread, but here's the tweet that really stood out to me:

<https://twitter.com/nhannahjones/status/1391851223570010112?s=20>

13:56:03 From Lalitha Nataraj (she/her) to Everyone:

Yes, Maica, I've noted that several libraries have started hiring Equity and Inclusion Managers

13:56:08 From Lalitha Nataraj (she/her) to Everyone:

Thank you, Taylor!

13:56:29 From Natalie Ruppert to Everyone:

Thanks to all the panelists!

13:56:44 From missy solis to Everyone:

Creating safe places for conversations is key.

13:56:49 From Yesenia Villar to Everyone:
Read my ALA Blog post on Disrupting Racial Inequity:
<http://www.ala.org/advocacy/diversity/odlos-blog/disrupting-racial-inequity>

13:56:51 From Jenaya Myvett to Everyone:
Lived and Learned experiences are sooooo important

13:57:05 From Dana Nothnagel to Everyone:
The importance of affinity groups! Also how "white womanhood" has shaped library professional norms. Thank you so much for this!

13:57:06 From Megan Garza to All panelists:
I'm really reflecting on what was said today about the idea of "professionalism" as a construct of white supremacy, especially around gossip. Thank you to all panelists!

13:57:13 From Julie Dahlhauser to Everyone:
"Center the voices of BIPOC people"

13:57:19 From Sonia Alcantara-Antoine to Everyone:
My takeaway is that there needs to be more space for people to discuss this topic in depth. All of the conversation in the chat box were interesting but distracting. :)

13:57:26 From Suzanne Flynn to All panelists:
The microaggressions. How people in power wield that power to silence the workers under the auspices of "professionalism"

13:57:33 From Morgan Mullins to Everyone:
YES, always look at your demographics and who you are/aren't serving!

13:57:33 From Yesenia Villar to Everyone:
On confronting white supremacy in the workplace:
https://www.librarianswithspines.com/post/bipoc_in_lis-speaking-truth-to-power-one-instagram-post-at-a-time

13:57:40 From Catherine Seavey to Everyone:
My biggest take away was supporting and engaging the community. Not being paternalistic and understanding that one person (all staff included) can't have all the answers. We need voices from all levels of leadership and within the community to better serve our patrons.

13:57:40 From Deborah Brewer to Everyone:
Really appreciate the links to articles and videos. Recommendations really count.

13:57:56 From Mary Douglas to Everyone:
My takeaway from today: We have to be intentional about hiring / listening to people of color.

13:57:58 From Kinshasa Vargas-Pile to Everyone:
As a BIPOC- Grateful for this conversation

13:58:01 From Krissy Jensen to Everyone:
One Take-away: increasing staff diversity will only succeed if the internal culture is addressed.

13:58:08 From Julie Dahlhauser to Everyone:
I'm hoping all these great links will be available to participants. I've stopped trying to keep up so I can listen better

13:58:10 From Teresa Miller to All panelists:
I have so many tabs open of articles to read after this!

13:58:10 From Karen Astorga to Everyone:
I learned from Chantel that one must reflect and tweek what needs to be tweaked. It's a process to get the full inclusion.

13:58:15 From Danis Houser to All panelists:

I appreciate the emphasis on inclusion being a process and not a one-size-fits-all solution.

13:58:16 From Sonia Perez to All panelists:

What are examples of data can we look at in researching about equity?

13:58:16 From Lalitha Nataraj (she/her) to Everyone:

Highly recommending this article by April Hathcock:

<https://www.inthelibrarywiththeleadpipe.org/2015/lis-diversity/>

13:58:19 From Teresa Miller to Everyone:

I have so many tabs open of articles to read after this!

13:58:19 From M.G. Maloney to All panelists:

James has his hand up!

13:58:24 From Jennifer Hamlin to Everyone:

I am willing to share this conversation with my coworkers

13:58:27 From Julie Milavec to All panelists:

Thank you for all of the books, articles, and links!

13:58:34 From Enola Romano to Everyone:

course correct, then implement, then repeat

13:58:36 From akunna eneh to Everyone:

as a BIPOC person, this panel was super validating, affirming...I needed that. thank you

13:58:37 From James Allen Davis Jr, (he/him) to Everyone:

Thank you,

13:58:37 From Tulip Majumdar to Everyone:

@ Teresa me too!

13:58:38 From Lee Burkhalter to Everyone:

taking away a lot of resources and information and desire to support my BIPOC colleagues

13:58:43 From Deb Ripley to Everyone:

Approaching cultural change from why we're doing this work.

13:58:46 From Karen Lemke to Everyone:

What is the best data to use? How do you get the best data?

13:58:49 From Steph Niemeyer to Everyone:

Thank you panelists! This has been an amazing discussion.

13:58:54 From Rachel Bergquist to Everyone:

Just really grateful for being able to listen, and for all the great resources! Thanks to all, and @Lalitha for your attentiveness and responsiveness to the chat :)

13:59:08 From Yolanda Poston to Everyone:

Thank you for this frank and professional discussion

13:59:10 From Richard Thornley to Everyone:

Take home: really liked the social work quote "nothing about us without us"

13:59:16 From Monica Porter to Everyone:

The takeaway for me are all of the great resources shared to get the work started. Thank you all so much for this conversation and presentation!

13:59:21 From Phyllis Potter to Everyone:

Lots of good information and things to think about.

13:59:22 From Daniyom Bekele to Everyone:

That's incredible, Derek! It takes a lot of self-awareness to decide to step back and let others take charge. Great job!

13:59:23 From Lalitha Nataraj (she/her) to Everyone:

Such a great quote, I agree, Richard!

13:59:24 From Elisa Cruz to All panelists:
Noting about us without us!

13:59:33 From Elisa Cruz to All panelists:
Nothing :)

13:59:35 From Yolanda Poston to Everyone:
I loved "start with the data!"

13:59:37 From Kinshasa Vargas-Pile to Everyone:
Take away= Course correcting is part of the process

13:59:38 From Jill Fuller to Everyone:
Main takeaway: we should all be willing to build an expectation of a willingness to reflect on ourselves as a starting point.

13:59:42 From Lewonda Gipson to Everyone:
Great conversation, especially if you're in the south and the acceptance of BIPOC in the workplace.

13:59:46 From missy solis to Everyone:
Thank you for sharing your stories and experiences. Many great tools to use moving forward.

13:59:49 From JUANITA BERGMAN to Everyone:
Thank you everyone for sharing your experiences and for all the resource links

13:59:50 From Brenna Prestidge to Everyone:
I appreciated the point about leadership taking a step back to help center and amplify voices that are muffled by having so many managers attend meetings.

13:59:54 From M.G. Maloney to All panelists:
YES!!!

13:59:58 From Maica Lelis-Her to Everyone:
appreciative of this Panel, I am in this dilemma of being innovate, part of equity, and constantly challenging and asking the hard questions. Thank you!

14:00:03 From M.G. Maloney to All panelists:
Love Emergent STrategy

14:00:07 From Mary Kate Downing to Everyone:
Thank you all for sharing your experiences with us!

14:00:08 From Annapurna Dandu to Everyone:
Thank you for an open discussion.

14:00:08 From Lalitha Nataraj (she/her) to Everyone:
I appreciated the opportunity to be in conversation with all of you! Please feel free to get in touch w/me via social media. I'm on Twitter as @librarian_lali

14:00:13 From Rachelle Gooden to All panelists:
Much thanks to the panelists!

14:00:14 From Morgan Mullins to Everyone:
Thank you everyone for being out here doing the work today! Really appreciate all the insights and resources.

14:00:19 From Nina Darlington to Everyone:
I'm so appreciative of your time, your expertise, the resources. I'll be taking this back to a group at our library that's been discussing/exploring these issues. Thank you!!!!

14:00:21 From PLA Webinars to Everyone:
<https://www.akpress.org/emergentstrategy.html>

14:00:24 From Ashley Oliver-Smock to All panelists:
Thank you everyone

14:00:26 From M.G. Maloney to All panelists:

<http://adriennemareebrown.net/tag/emergent-strategy/>

14:00:27 From Jill Fuller to Everyone:
Thank you for your willingness to share your stories with us!

14:00:27 From Jenaya Myvett to Everyone:
Will the resources shared in the chat be shared with this recording

14:00:29 From Deb Ripley to Everyone:
Thank you

14:00:36 From Lisa Keefer to All panelists:
Wonderful resources!

14:00:37 From Magda Morris to Everyone:
Thank you!

14:00:39 From Taylor Schaffter to Everyone:
Thank you, panelists! So happy to call some of you my colleagues at Denver Public Library.

14:00:43 From Mary George to Everyone:
Thank you all!

14:00:46 From Kristin (she/her/hers) to Everyone:
Thank you!

14:00:46 From Amanda Decker to All panelists:
Thank you to y'all!

14:00:46 From Jason Penckofer to Everyone:
The idea of who has time to participate and why is a powerful one that I'll be thinking about. Thanks, panelists!

14:00:46 From Abby Garnett to Everyone:
Thank you to the panelists!

14:00:47 From Sue Barrows to Everyone:
Thank you

14:00:47 From Jenaya Myvett to Everyone:
Thank you all!!

14:00:51 From Kinshasa Vargas-Pile to Everyone:
Thank you

14:00:52 From Giovanna Iannace to Everyone:
Thank you for so much food for thought!

14:00:55 From Ramin Naderi to Everyone:
Thank you for the great, open discussion!

14:00:57 From Alexandra Houff to Everyone:
Thank you so much. Very eye-opening and grounding.

14:00:58 From Michele Williams to Everyone:
Thank you again panelists. I appreciate your time and sharing your experiences and what you have learned.

14:00:58 From Amanda Flowers to All panelists:
Would it be possible to send an email with all of the links listed in this talk?

14:00:58 From Suanne Wymer to Everyone:
Thank you, this was a super learning experience. Appreciate your work!

14:00:58 From Rei Kitano to Everyone:
Thank you - am feeling inspired and appreciate all of the resources.

14:00:59 From Maria Landrum to All panelists:
Thanks!

14:00:59 From JUANITA BERGMAN to Everyone:
Thank you everyone for taking time to present this PLA webinar to us.

14:01:00 From Amanda Kendrick to Everyone:
Thank you

14:01:01 From Ralph Cooper to All panelists:
An excellent and informative session.

14:01:01 From Bri Skywall to Everyone:
Thank you all so much! This was really valuable and inciteful!

14:01:04 From T Y to All panelists:
Thank you!

14:01:04 From Amy Golly to Everyone:
Thank you!

14:01:05 From Mona Reynolds to Everyone:
thank you!

14:01:05 From Tahira Ahmad to All panelists:
Thank you for sharing your experiences

14:01:05 From Courtney Entner to All panelists:
Thank you everyone! I will be sharing your resources with staff.

14:01:06 From Jean Ruark to Everyone:
Thank you!

14:01:07 From Michele Fenton to Everyone:
Thank you

14:01:08 From Sean George to Everyone:
Thanks for the session. I have another meeting at 11:00 and have to jump over to that.

14:01:09 From Jennifer Eyer to Everyone:
Thank you!

14:01:10 From Cori Williams to Everyone:
Thank you all so much for your time!

14:01:11 From Yuri Zietz to Everyone:
Thank you!

14:01:12 From Andrea Vallejo to Everyone:
ty

14:01:13 From Jennifer Hamlin to Everyone:
thank you

14:01:14 From Enola Romano to Everyone:
thank you!

14:01:16 From April Martin to All panelists:
Thank you so much. I cannot wait to recommend this panel to my coworkers!!

14:01:16 From Ricky Newson to All panelists:
Thank you

14:01:17 From Mary Douglas to Everyone:
Thank you!

14:01:17 From Lee Wilson to Everyone:
Thank you everyone!!!

14:01:17 From M.G. Maloney to All panelists:
Thank you, Panelists!!!! And thank you PLA!

14:01:17 From Jennifer Bressler to Everyone:
Thank you so much!

14:01:18 From Peggy Kitchel to All panelists:
Thank you!

14:01:18 From Mary Kapusta to Everyone:
Excellent session. Thank you.

14:01:18 From Katherine W to Everyone:
thank you everyone!

14:01:19 From Cheri Grinnell to Everyone:
Thank you for your time.

14:01:19 From Carolyn Harnick to Everyone:
Thank you!

14:01:20 From Krissy Jensen to Everyone:
Thank you to everyone, especially BIPOC panelists, for the generous sharing and emotionally-demanding work.

14:01:21 From Celeste Bocchicchio-Chaudhri to Everyone:
Thank you to all the panelists!

14:01:22 From Yesenia Villar to Everyone:
Absolutely fantastic!!!

14:01:22 From Eric Palmer to Everyone:
Thank you good information

14:01:23 From Lauren Russell Bushong to Everyone:
Thank you!

14:01:26 From Michelle Krasowski to All panelists:
Thank you!

14:01:26 From Sherry Caibaiosai to Everyone:
Thanks

14:01:29 From Jena Razor to Everyone:
Thank you!

14:01:29 From PLA Webinars to Everyone:
Register for next week's PLA webinar, Dismantling Racism in Collaborative Collections, at:
<http://www.ala.org/pla/education/onlinelearning/webinars/dismantling>

14:01:31 From Leah Langby to Everyone:
Thank you!

14:01:32 From Cristina McLaren to Everyone:
Thank you for this session, panelists.

14:01:34 From Chris Lindquist to Everyone:
AWESOME! Thanks so much!

14:01:34 From Ricky Newson to Everyone:
Thank you

14:01:35 From Richard Thornley to Everyone:
Gracias! Merci!!

14:01:37 From PLA Webinars to Everyone:
Register for next week's PLA webinar, Dismantling Racism in Collaborative Collections, at:
<http://www.ala.org/pla/education/onlinelearning/webinars/dismantling>

14:01:40 From Ida Gonzalez-Garza to All panelists:
thank you! great panelist and topic

14:01:43 From Chantel Walker (she/her) to Everyone:
Thank you everyone!!

14:01:48 From Brenna Prestidge to Everyone:
Thank you

14:01:49 From PLA Webinars to Everyone:
Just in case the post-webinar evaluation doesn't open in a browser window when you leave the webinar, here's the link:
<https://www.surveymonkey.com/r/KKXY7QF>

14:01:51 From Carolina Gutierrez to Everyone:
Thank you!

14:01:56 From Jessica C Williams to Everyone:

Thank you so much!

14:01:56 From PLA Webinars to Everyone:
Register for next week's PLA webinar, Dismantling Racism in Collaborative Collections, at:
<http://www.ala.org/pla/education/onlinelearning/webinars/dismantling>

14:01:57 From Morgan Mullins to Everyone:
Wado~

14:02:07 From Alicia Chatkin to Everyone:
Thank you all for sharing!

14:02:09 From Ralph Cooper to All panelists:
Excellent panelists!

14:02:12 From Anastacia Gordon to Everyone:
Thank you!

14:02:15 From Louise Fordyce to Everyone:
Many thakns

14:02:15 From Nannette Troyan to Everyone:
thnka you

14:02:19 From Kristin Johnson-Perlock to All panelists:
Thank you!!!

14:02:20 From Melissa Hostettler to All panelists:
Thank you. 👍

14:02:26 From Divine Maestrado to All panelists:
HUGE THANK YOU TO ALL OF YOU :)

14:02:44 From Sophia Pierre-Louis to All panelists:
Thank to everyone!!!

14:03:34 From Laona Fleischer to All panelists:
thank you

14:03:58 From Laona Fleischer to Everyone:
Than you for your time

14:04:33 From Karen Astorga to Everyone:
Thank you so much, all of you. I learned so much! Thank you!

14:04:40 From D Seales to Everyone:
Thank you all!!!

14:05:09 From L T to Everyone:
Many thanks...

14:05:14 From PLA Webinars to Everyone:
<https://www.jcllcinc.org/jcllc-2022/>

14:06:04 From Radha Ashok to All panelists:
Sorry missed the discussion. Hope to get the recording. Thank you.