RE-WEAVING THE CULTURE THROUGH INCLUSIVE NORMS IN THE PUBLIC LIBRARY

Organized and hosted by Public Library Association Leadership Development Committee
June 3, 2021
JAMES ALLEN DAVIS JR., DENVER PUBLIC LIBRARY
SONIA FALCON, DENVER PUBLIC LIBRARY
LALITHA NATARAJ, CALIFORNIA STATE UNIVERSITY, SAN MARCOS
CHANTEL WALKER, MARIN COUNTY FREE LIBRARY
DEREK WOLFGRAM (MODOERATOR), REDWOOD CITY PUBLIC LIBRARY

RE-WEAVING THE CULTURE:
YOUR PANELISTS
Ground Rules for Discussing High Stakes Topics

*Listen actively and with an ear to understanding others' views. (Don’t just think about what you are going to say while someone else is talking.)

*Criticize ideas, not individuals.

*Commit to learning, not debating. Comment in order to share information, not to persuade.

*Avoid blame, speculation, and inflammatory language.

*Avoid assumptions about any member of the class or generalizations about social groups. Do not ask individuals to speak for their (perceived) social group.

Adapted from University of Michigan Center for Research on Learning and Teaching - https://crlt.umich.edu/publinks/generalguidelines
perfectionism  power hoarding
sense of urgency  fear of open conflict
defensiveness  individualism
quantity over quality  I’m the only one
worship of the written word  progress is bigger, more
only one right way  objectivity
paternalism  right to comfort
either/or thinking
*Small is good, small is all (The large is a reflection of the small)
*Change is constant (Be like water)
*There is always enough time for the right work. There is a conversation in the room that only these people at this moment can have. Find it.
*Never a failure, always a lesson
*Trust the People (If you trust the people, they become trustworthy)
*Move at the speed of trust
*Focus on critical connections more than critical mass—build the resilience by building the relationships
*Less prep, more presence
*What you pay attention to grows

CORE PRINCIPLES OF EMERGENT STRATEGY
by adrienne maree brown