

Cultural Proficiencies for Racial Equity:

Information Session

February 16th at 2:00 P.M. CST

Open Forum- All Libraries



Welcome...thank you for joining us.

While waiting for others to come in, here are some reminders to keep in mind.

01

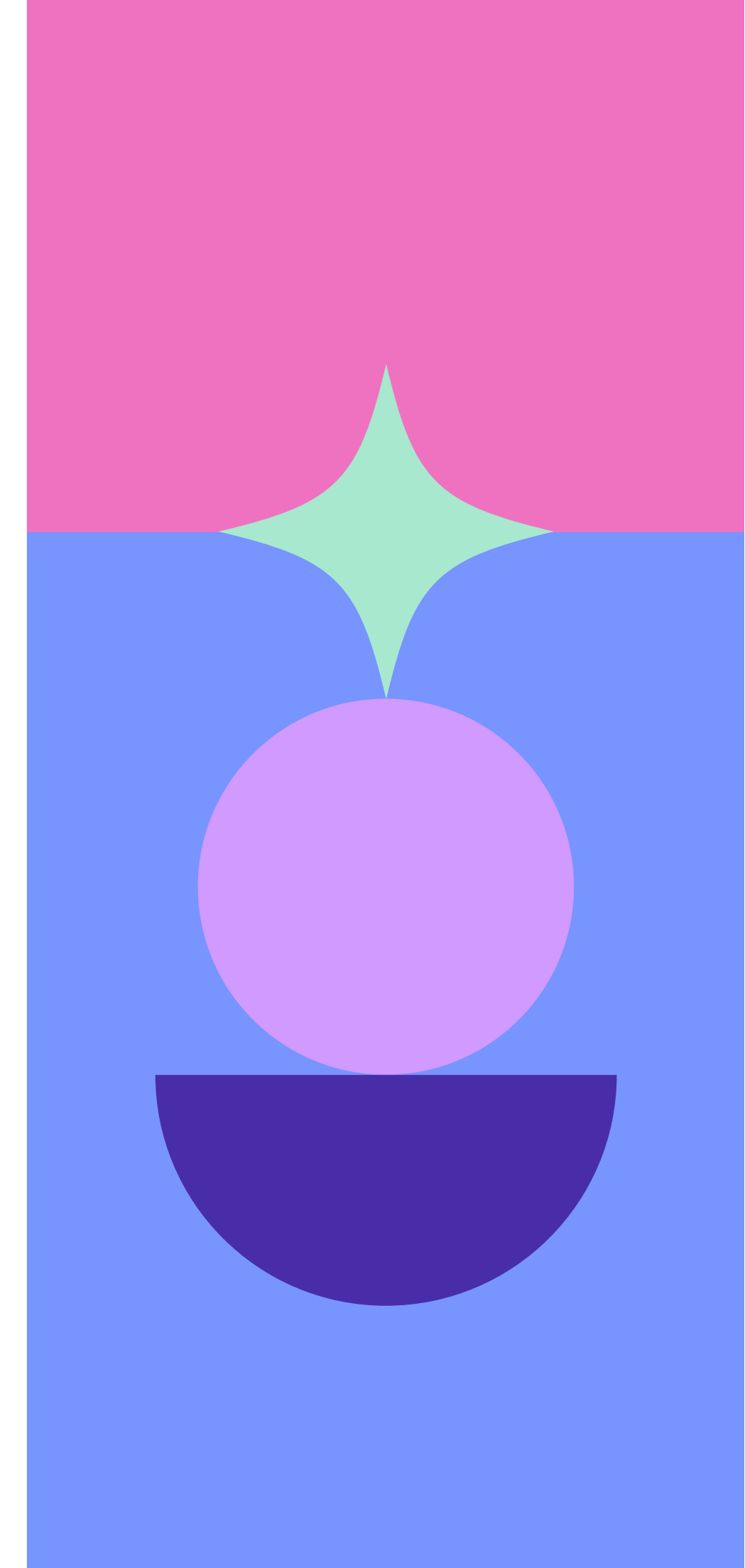
Please mute your microphone.

02

We'd love to see your faces, and welcome you to turn on your cameras.

03

Due to the volume of questions expected during the presentation, we ask that you share feedback on the Framework via the Comment Press site.



Meet your presenters...



Christina Fuller-Gregory (she/her)

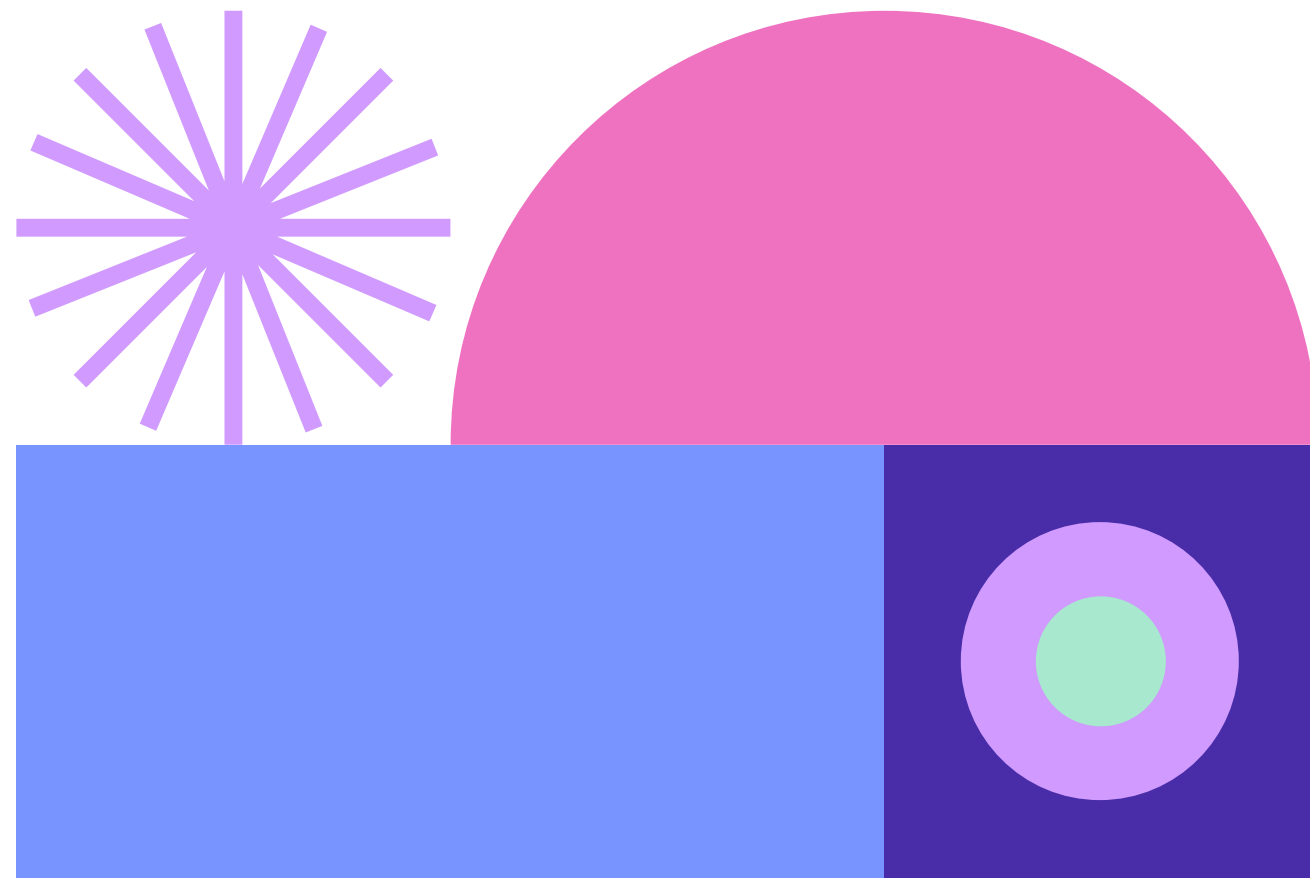
Assistant Director of Libraries
S.C. Governor's School for the Arts
& Humanities



Mark Puente (he/him)

Associate Dean for Organizational
Development, Inclusion and Diversity
Purdue University

During this session we will:



- Share the background of the CPRE project.
- Detail and discuss the project timeline.
- Review the Framework Development process.
- Talk about expected outcomes of the framework.
- Discuss next steps & how / where to share your feedback.



Framework Origin Story

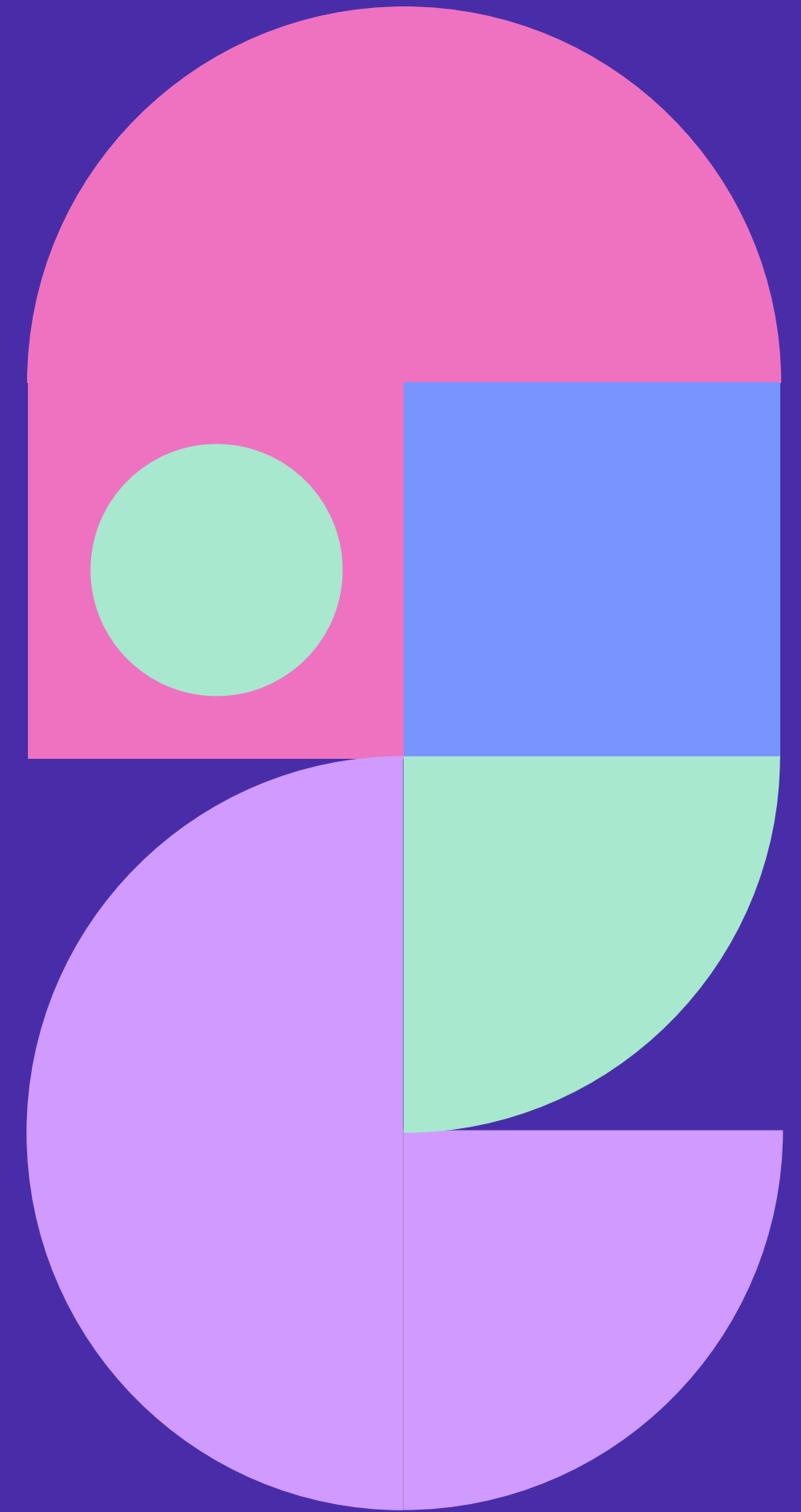
It started with the seeds of an idea, and a recognized need for action...

➔ The Racial Equity framework was the brainchild of Mark Puente.

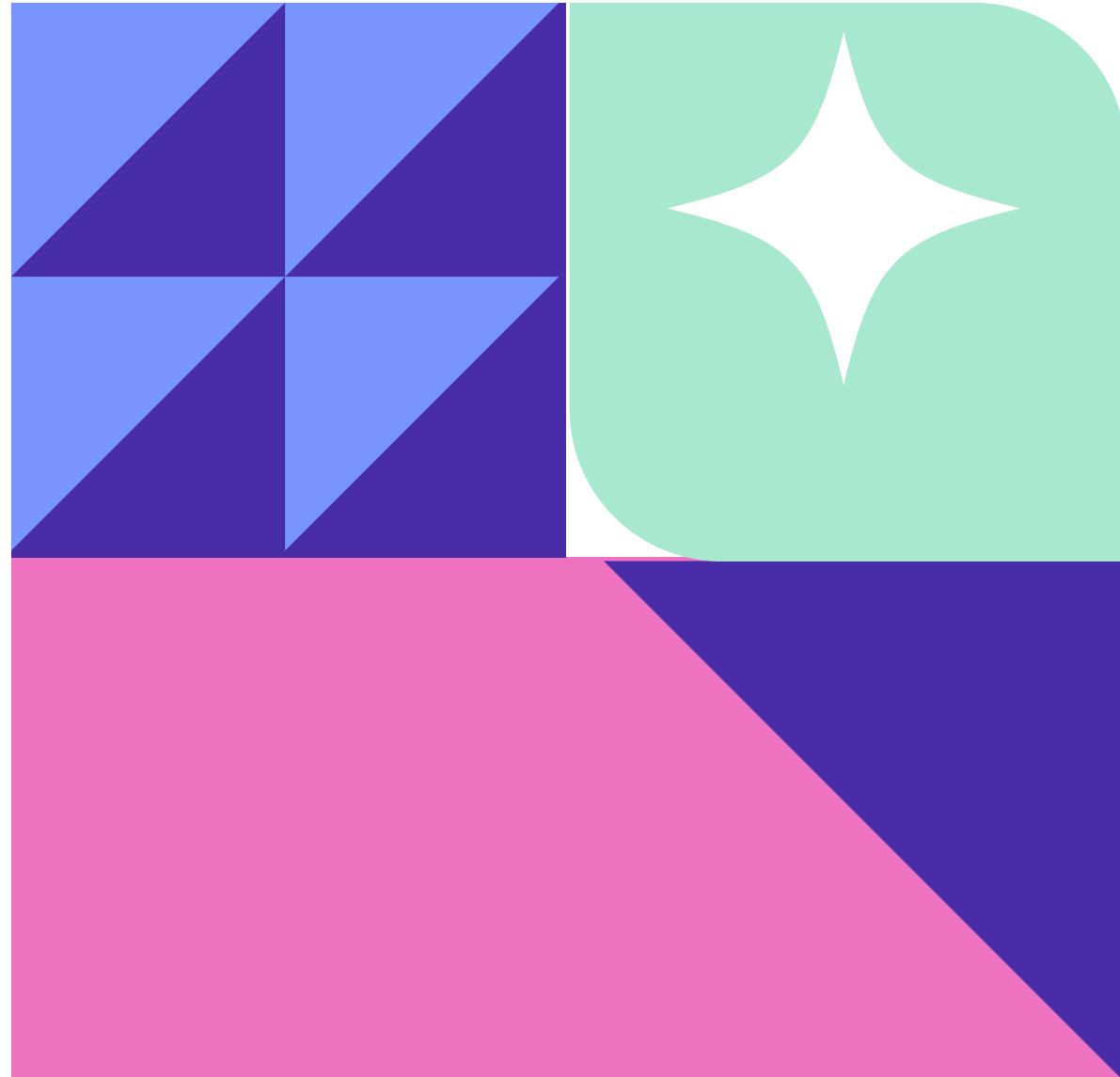
- Initial engagement was between ARL and ODLOS
- Nexus Framework on Leadership Development
- Presented to the executive directors of ARL, ACRL, and PLA

➔ Why start with Racial Equity?

- EDI programs across institutions already exist
- Racial inequity is a recognized area of concern in Libraries and the field of librarianship.



Building a Task Force

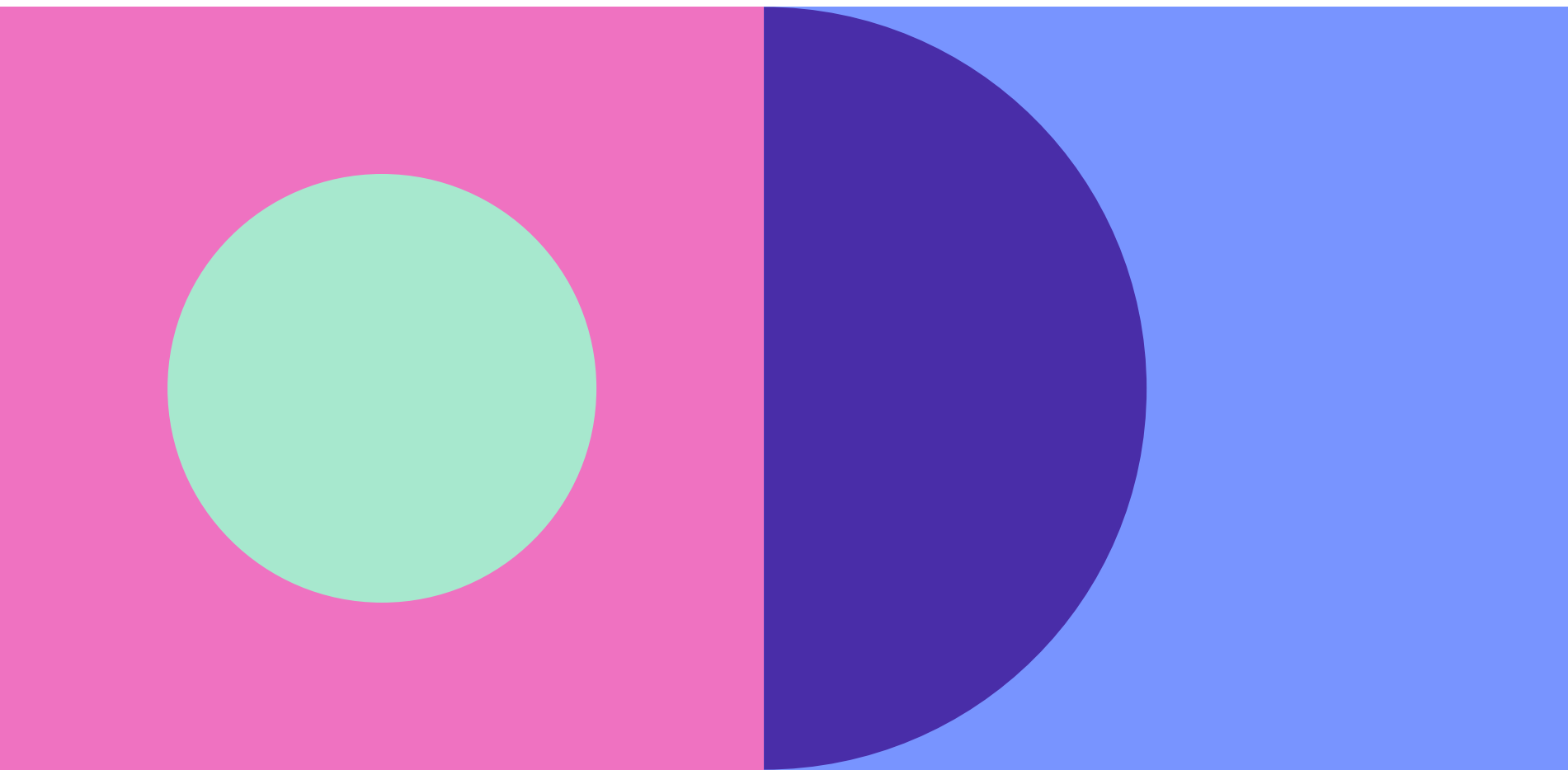


The CPRE Task Force was...

- Led by Mark Puente (ARL) and Kristin Lahurd (ODLOS)
- Formed through a call for applications that was thoughtfully created with consideration of applicants representing diversity in race, sector, gender, geography, LIS education, etc.
- Met with overwhelming response from interested participants representing:
 - Research Universities
 - Liberal arts colleges
 - Public Libraries

Framing the Mission:

The Building Cultural Proficiencies for Racial Equity framework will serve as a foundational resource to help public and academic libraries build inclusive cultures, within libraries and their broader communities, through guidelines on the development and implementation of organizational policies and professional practices that support diverse libraries with a diverse workforce.

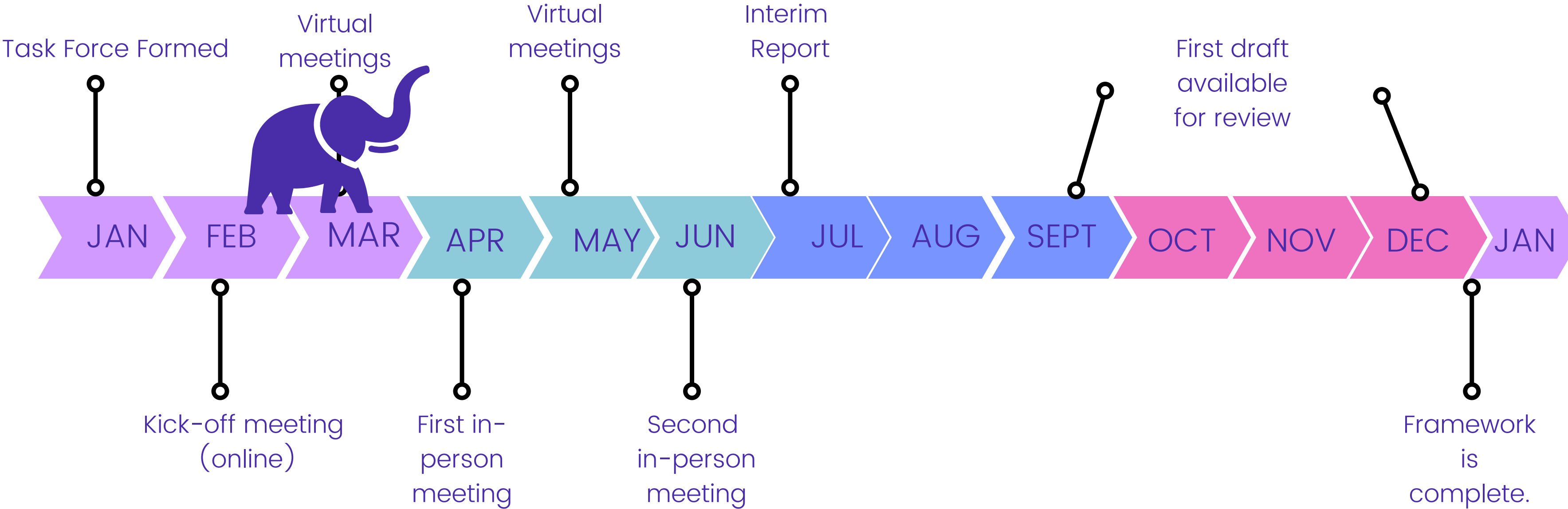


2.

The Process



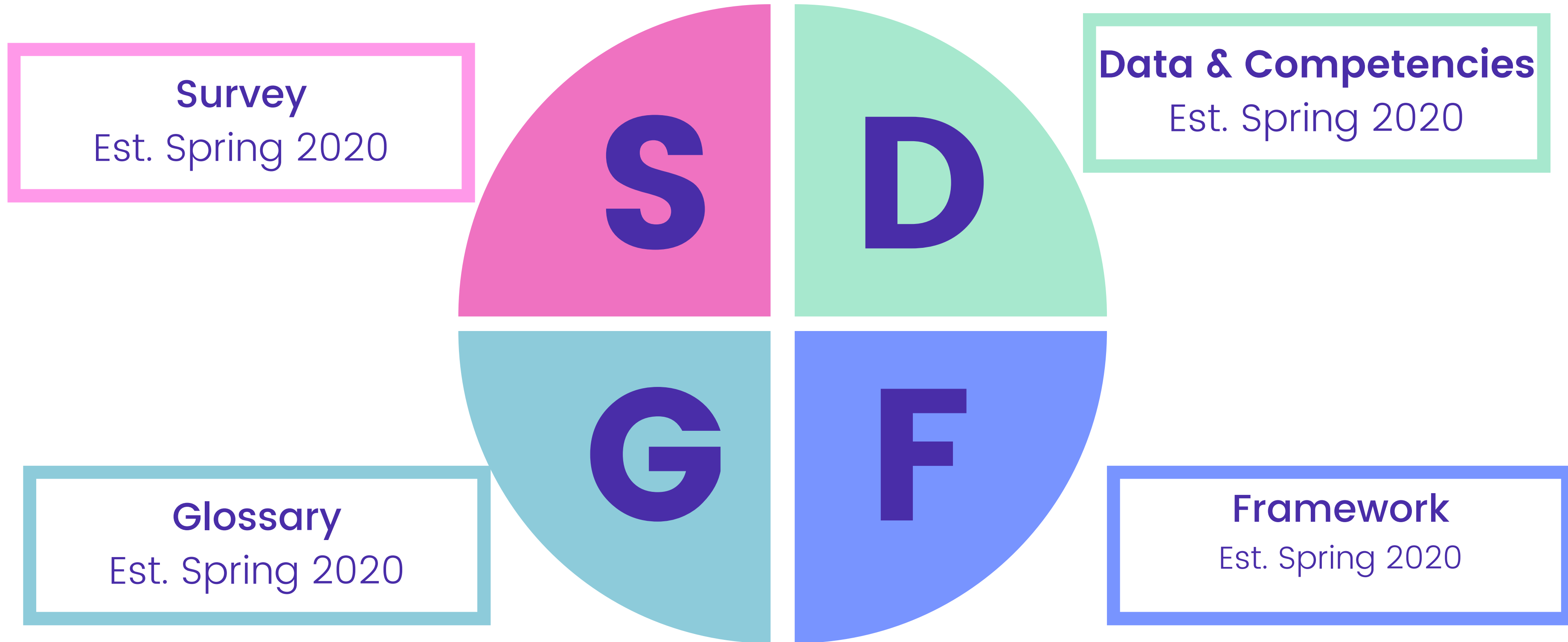
Original Timeline



Post-Covid Timeline:

Framework draft complete in August 2021.
First draft available for review- January 2022

Developing Working Groups





Survey Group

- ▶ Developed and distributed a field-wide survey on racial equity to people who work in libraries.
- ▶ Questions including:
 - Demographics
 - Knowledge of racial equity
 - Work climate related to racial equity
 - Institutions addressing racial equity
- ▶ Acknowledgement of the effect of COVID-19 on racial equity.



Glossary Group

- ▶ Developed and compiled the glossary terms referenced alongside the framework, intermediary resources, or public facing resources
- ▶ Introduced definitions/terms identified by task force members for inclusion in the framework.

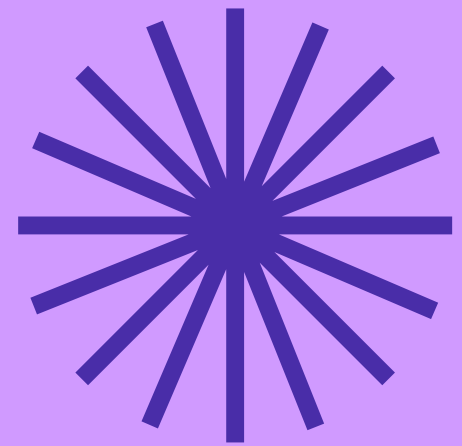


D


Data & Competencies

- ▶ Built a dataset of existing frameworks (core principles, training curricula, learning outcomes) to help the Task Force identify existing training, education, and competency methodologies.
- ▶ Explored identified frameworks (across the US & Canada) from a range of organizations (libraries, higher education, non-profits, governmental, consultants, etc) to see how they might inform the CPRE framework
- ▶ Mined text to identify list of terms, themes, phrases, to analyze

3.

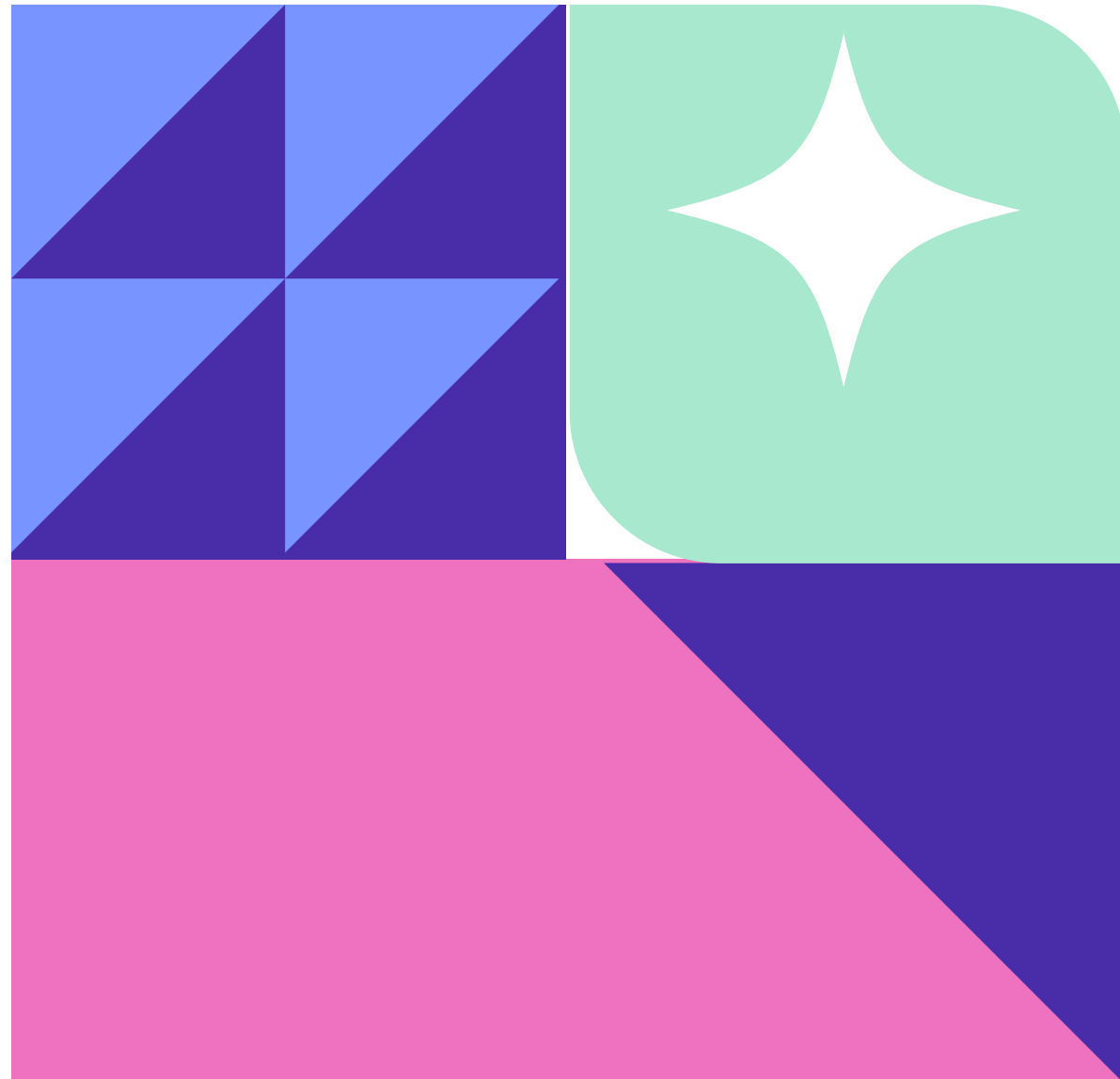


Framework Development Process

**F**

Framework Development

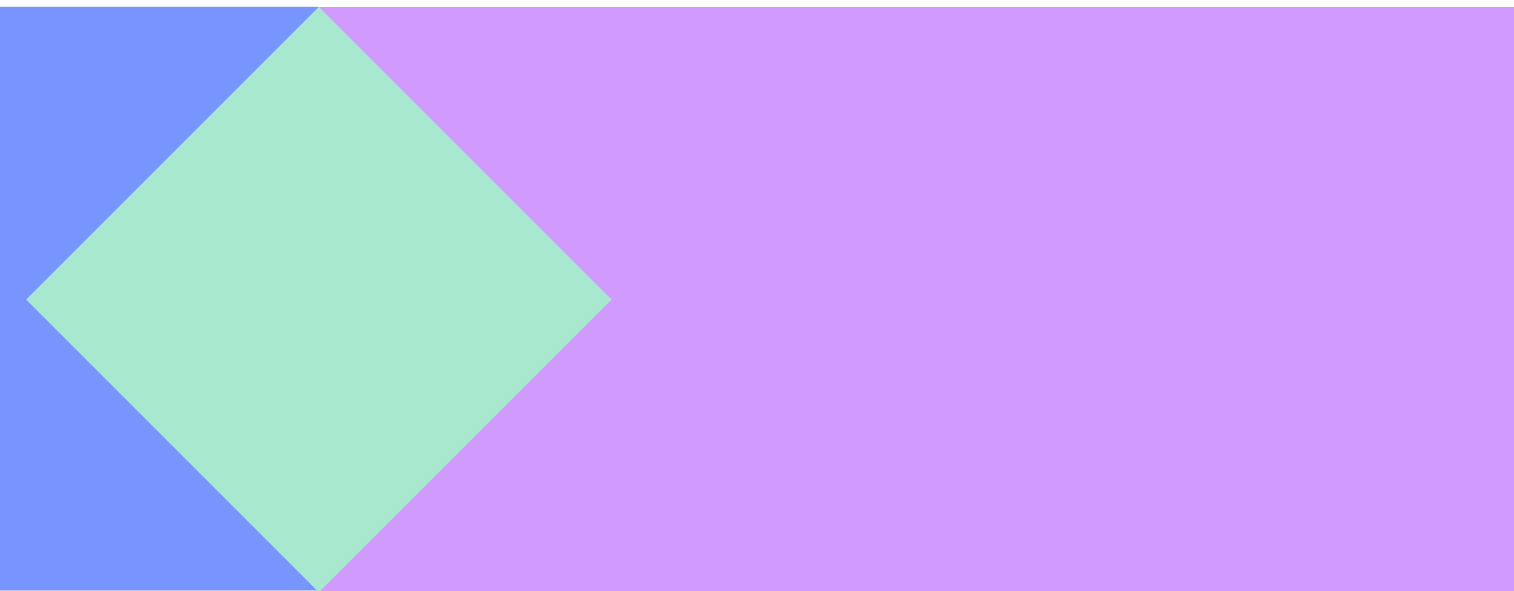
Tasked with the drafting of a formalized framework informed by the foundational work completed by the Survey and Data and Competencies working groups.



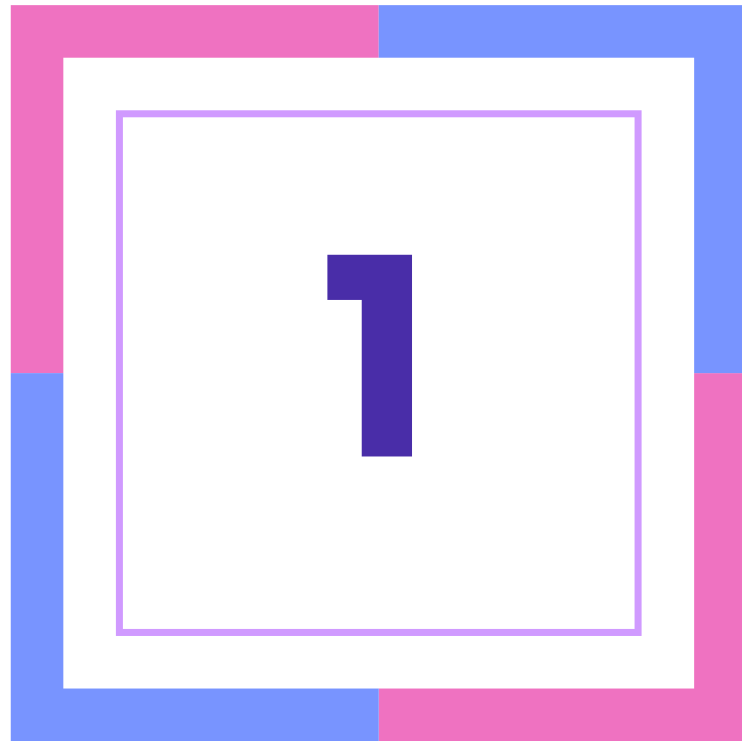
Developing a Framework Outline

- Consistent weekly meetings to define and refine the scope of the framework
- Real time, iterative outlining and brainstorming process (mind mapping)
- Led by a cross-sector approach to understanding and addressing the impact of racism and racial inequity on the LIS profession.

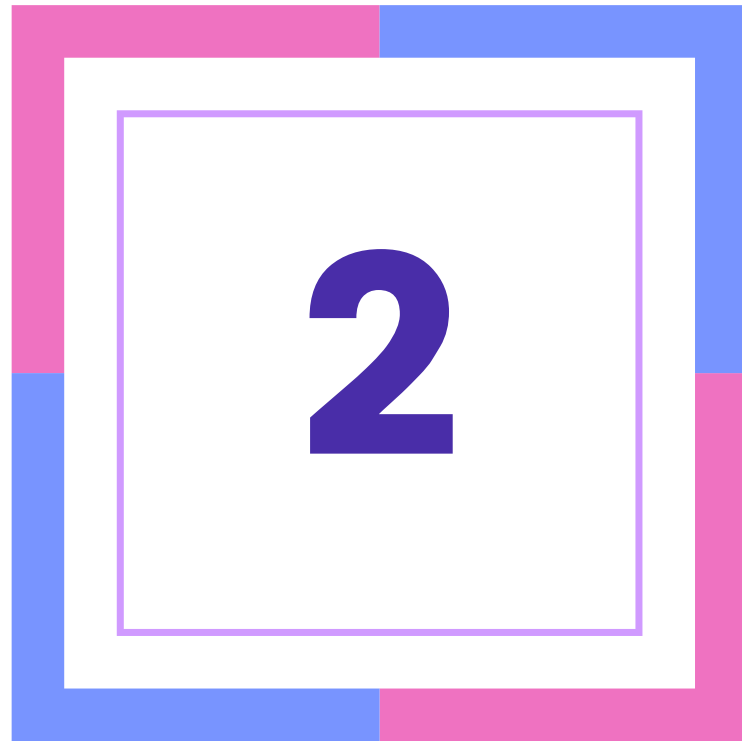
The Framework is not a liberatory practice.



Introducing the Four Frames



Addressing and Interrogating How White Supremacy, White Privilege and Racism Show Up in Libraries



Accountability, Assessment, and Implementation



Building Cross-Sector Cultural Proficiency—Influencing and Affecting Change in Other Professional, Civic, Political Spheres.



Antiracist Leadership

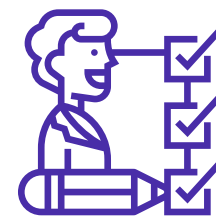
"As Library workers, our foundational growth is supported by an ability to identify and acknowledge ways in which whiteness and white supremacy have impacted the field of librarianship."



Addressing and Interrogating How White Supremacy, White Privilege and Racism Show Up in Libraries.



Understanding Historical Inequities



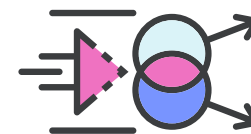
Methodologies for Self Assessment – Fundamental (Adjacent to Historical Inequities)



Libraries & Racial Equity



The Language of Racial Equity & White Supremacy



The Competency Continuum

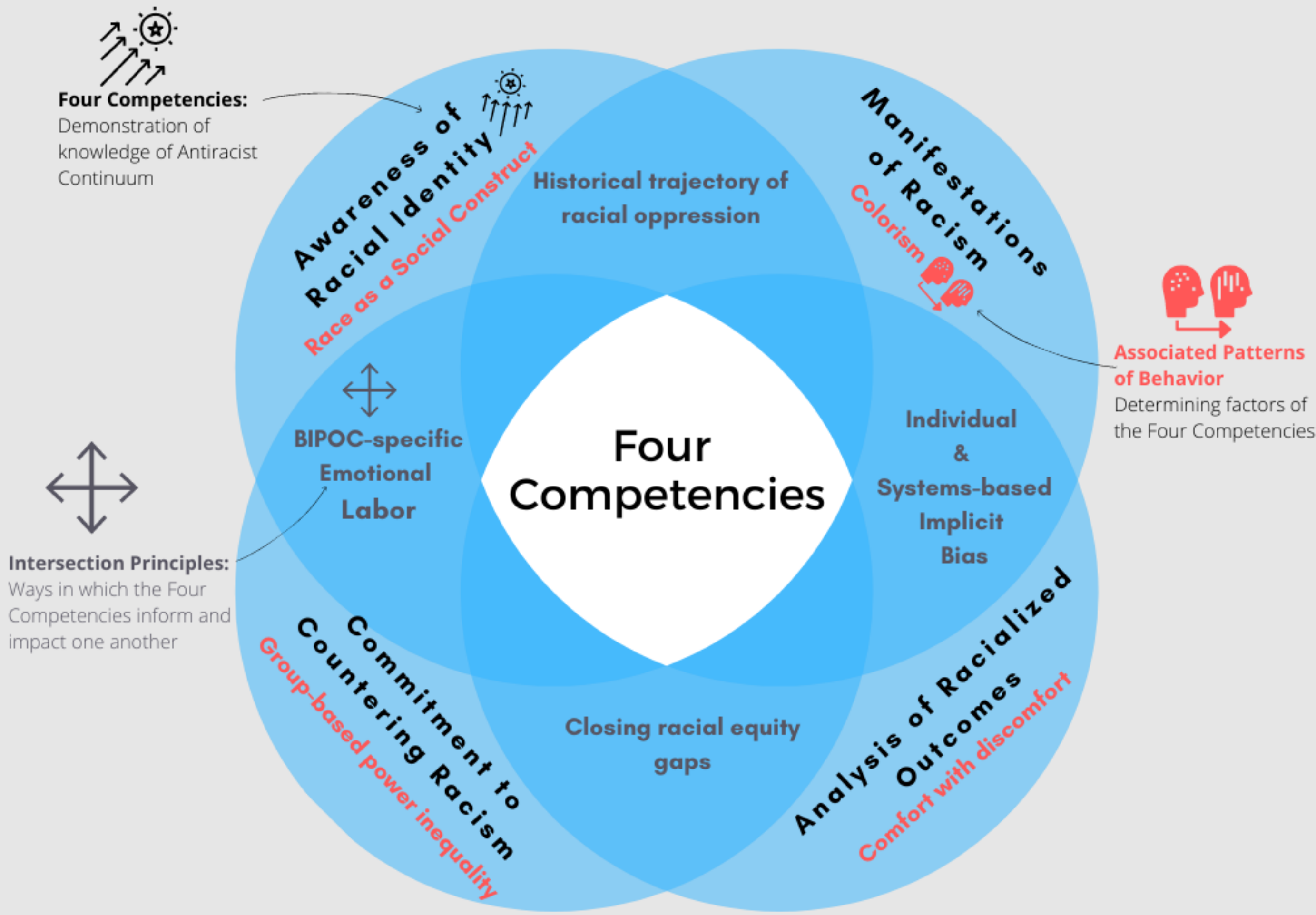


Figure 1: Four Competencies Venn Diagram

"Strategic planning must articulate the development, implementation, iteration, and measurement of changes to policies, procedures, and behaviors that specifically address racial equity."

2

Accountability, Assessment, and Implementation



Antiracist Objectives & Strategies for Libraries



Hiring, Retention & Advancement



Strategic Planning



Policies, Procedures, and Norms



Sharing the Work: BIPOC Communities & Allies



Accountability in Racial Equity Work



Solidarity & Librarianship



Power relationships within the field

"Libraries, archives, museums, and other cultural heritage organizations do not operate in a vacuum, or in silos. They are inextricably connected to communities whether neighborhoods, schools, colleges and universities, corporations, civic entities and beyond."

3

Building Cross-Sector Cultural Proficiency- Influencing and Affecting Change in Other Professional, Civic, Political Spheres.



Civic



Information

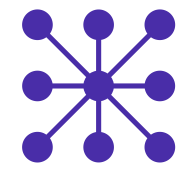


Corporations

"Antiracist leadership acknowledges the degree to which white supremacy culture is embedded in every aspect of our profession, and works deliberately and constructively to question dominant cultural norms and counter them when they are negatively impacting or harming communities of color."



Antiracist Leadership



The Interconnectedness of Libraries and the Larger Institutions of ALA/ARL



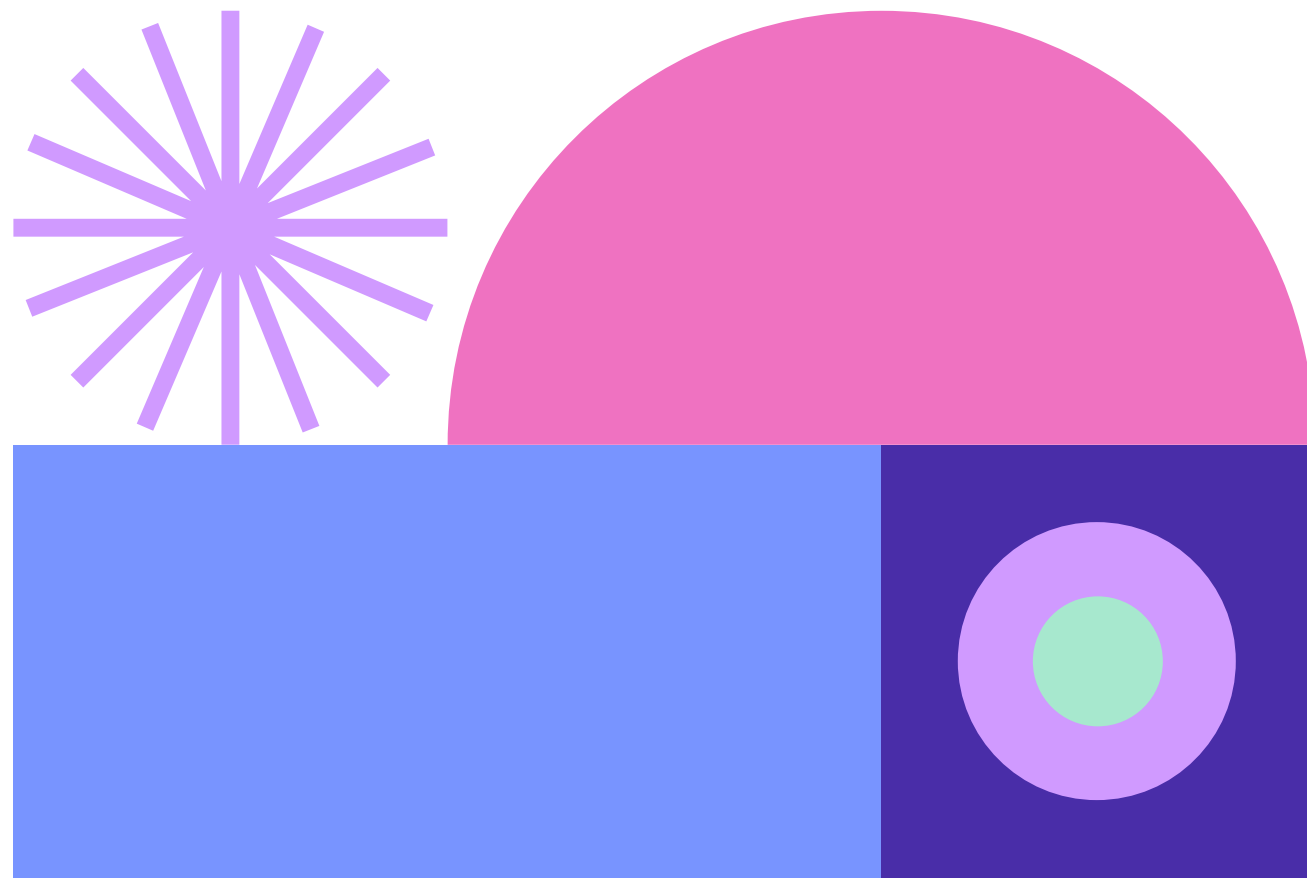
Role of the Member- Advancing Member Impact



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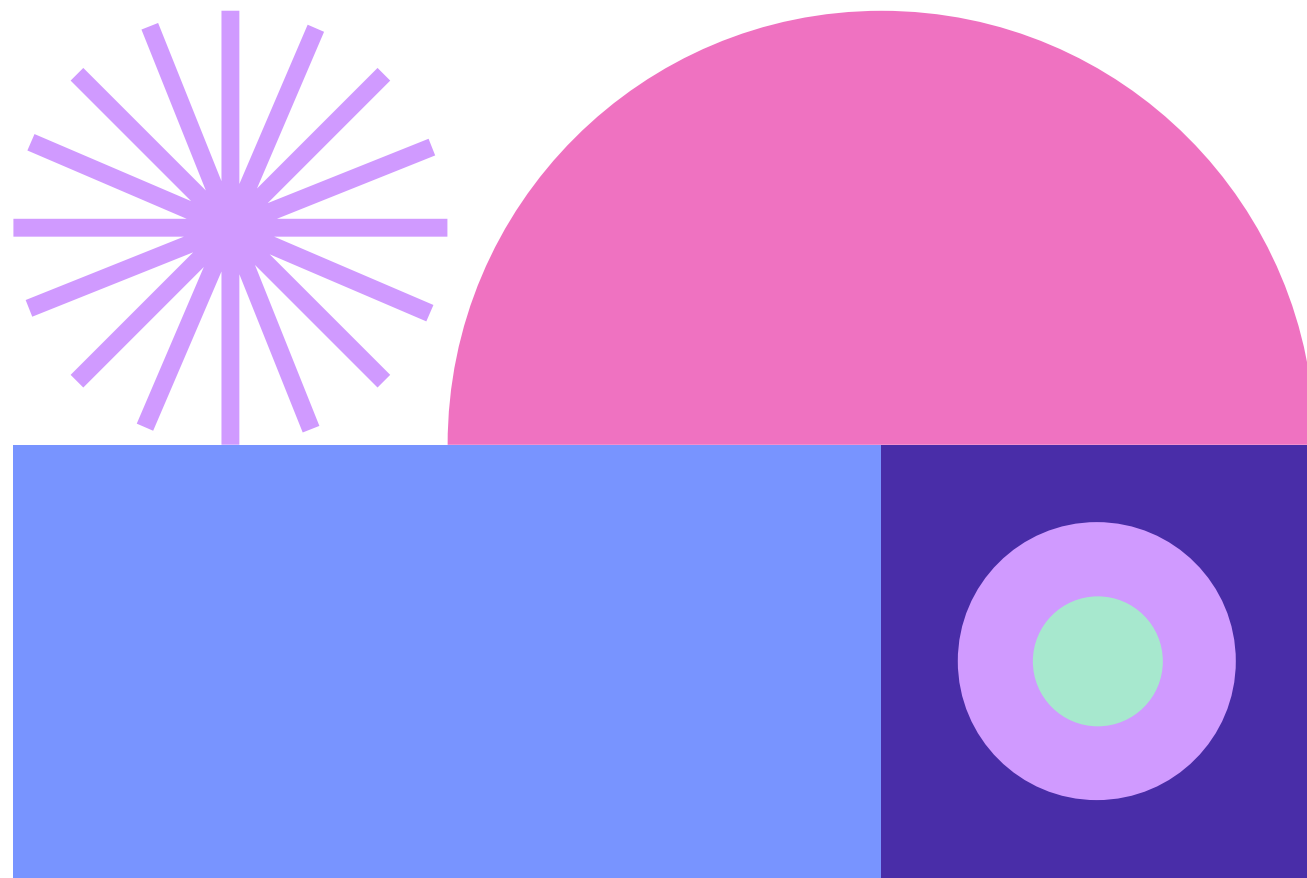
Project Highlights & Expected Outcomes

The framework has been designed to...



- Support the continued work of PLA's EDISJ Committee, ARL's Diversity, Equity, and Inclusion Committee, ODLOS, and other association-based EDISJ initiatives
- Support/inform formalized organizational practices (internal)
- Develop and introduce a shared lexicon and language around equity, diversity, inclusion, and social justice
- Move libraries beyond existing professional silos encourage opportunities for greater communication, collaboration, conversation, and engagement
- Introduce concepts that will impact every touchpoint associated with library service

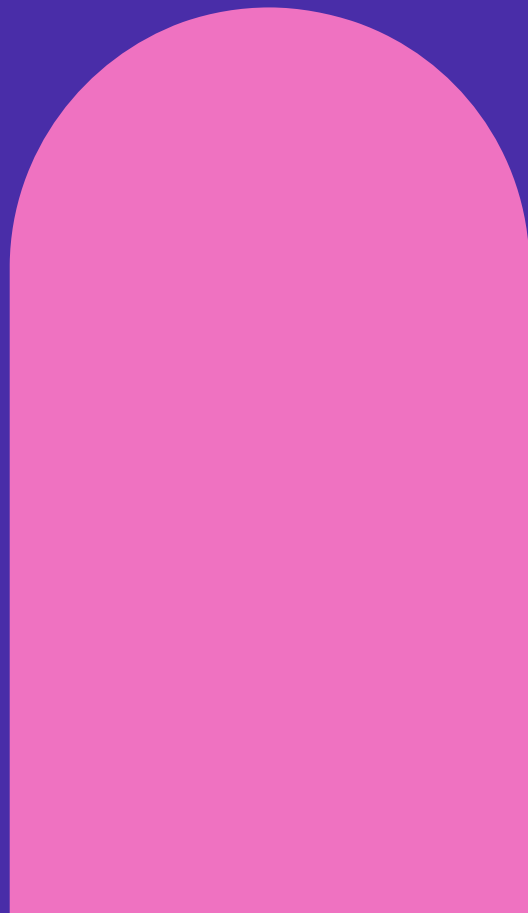
The framework is strengthened by...



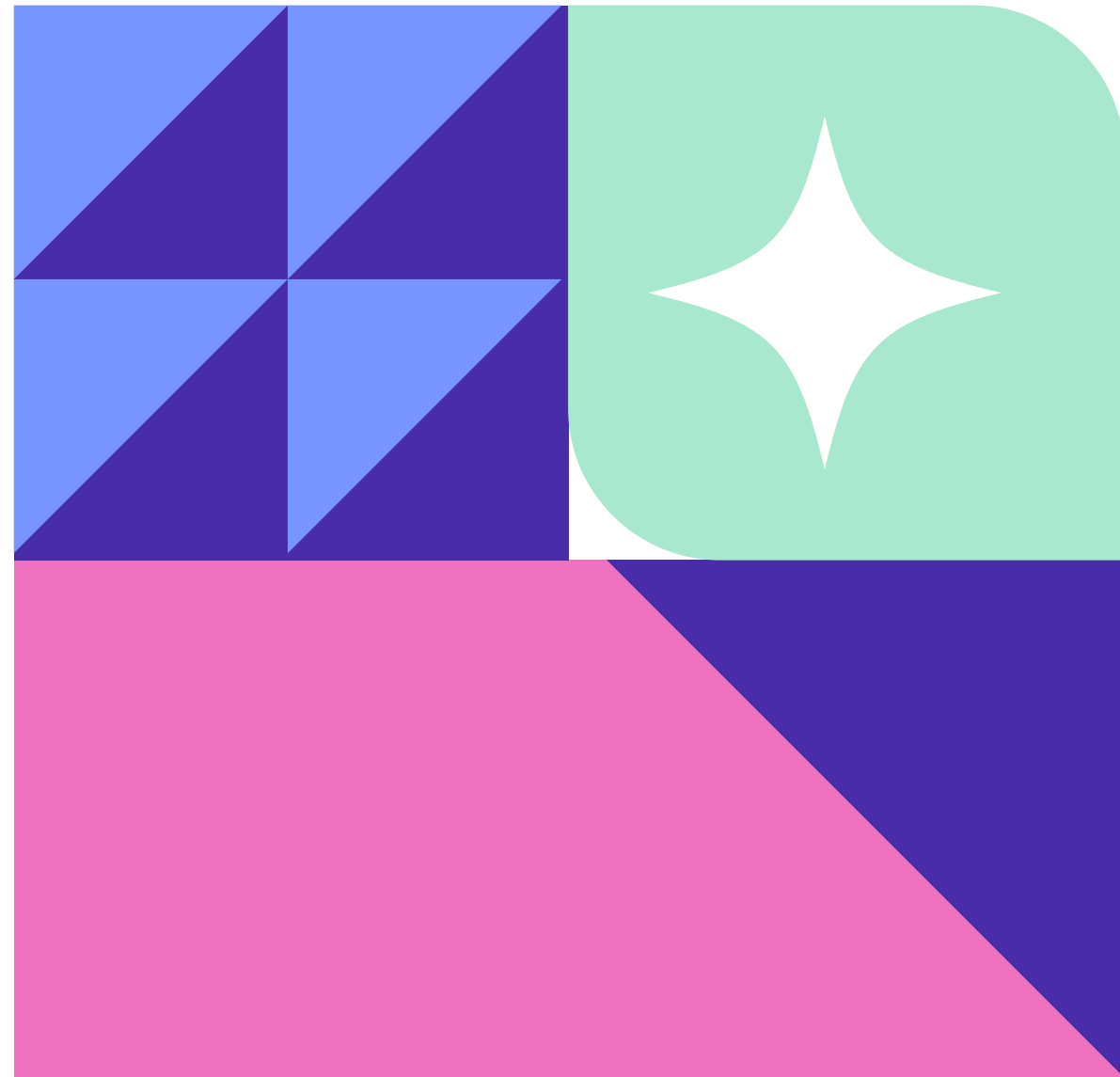
- Implementation examples for each sub-section of the framework
- The perspectives of both BIPOC LIS workers and LIS workers from academic, public, and research libraries.
- The understanding that this is a beginning, and that racial equity work is ongoing and continually evolving.

5.

**What's
Next?**



Next steps & coming soon



- ▶ Continue the public comment period (early spring)
- ▶ Finalize Framework
- ▶ Seek approval and adoption of the framework from sponsoring organizations & their Boards.
- ▶ The framework addresses previous standards, specifically the 2012 ACRL Diversity Standards: Cultural Competency for Academic Libraries, and must through ACRL's standards process.
- ▶ ARL DEI Institute supported by an IMLS grant and the Task Force includes ACRL & ODLOS. Part of its work includes exploring ways to translate the CPRE Framework into education and action for individuals working in memory and information organizations and institutions.

We need your feedback.

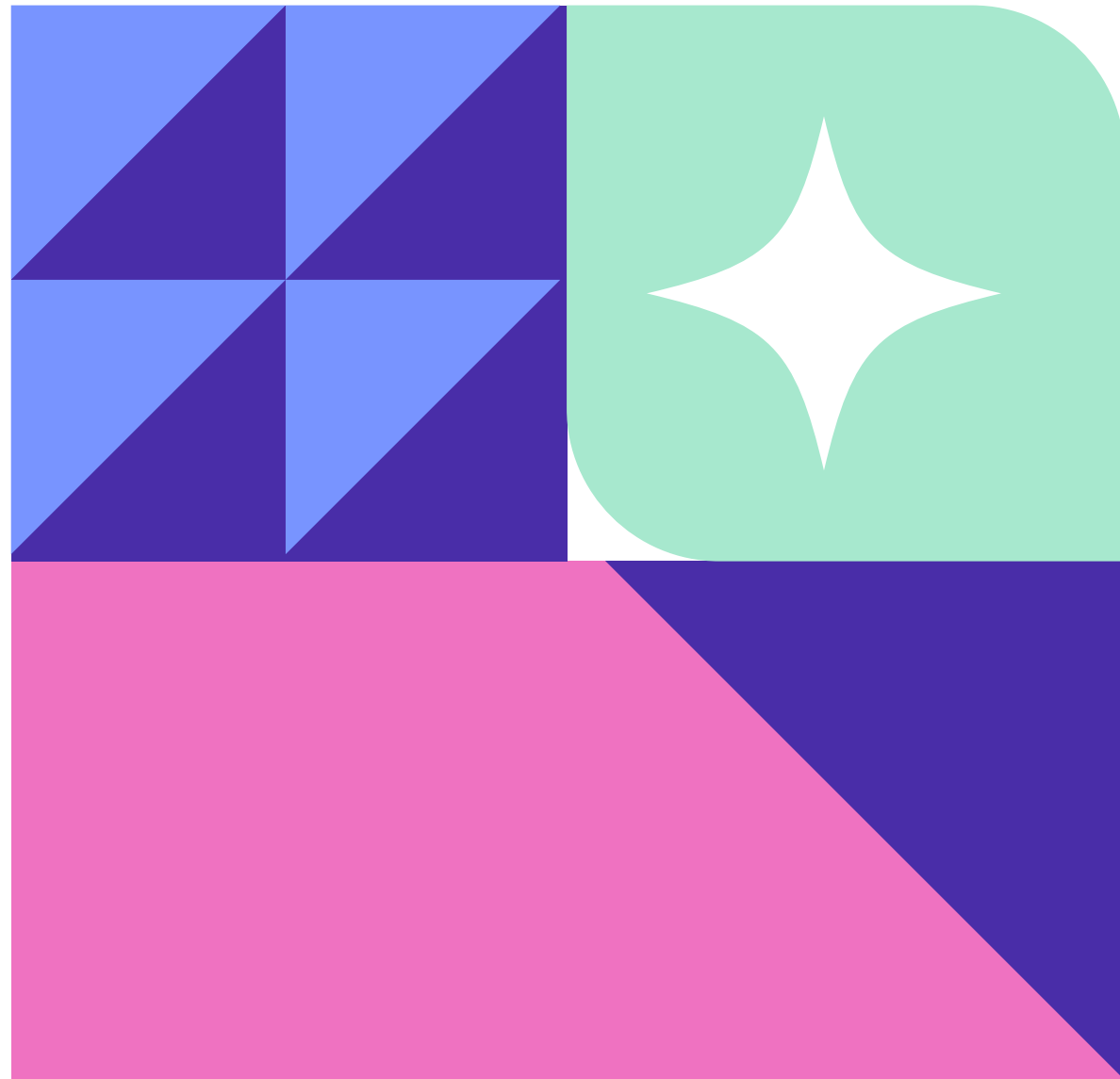
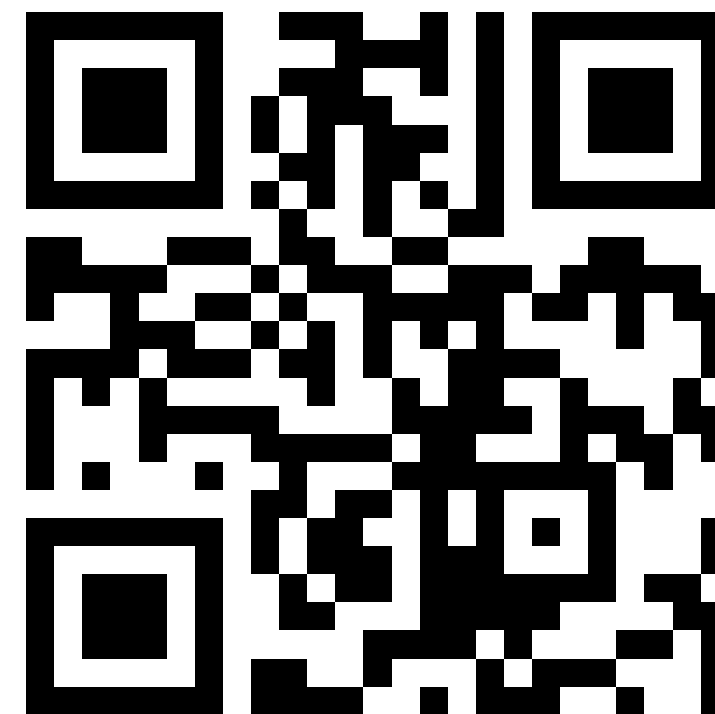
Share your feedback in two ways.

Visit:

<https://acrl.ala.org/RacialEquityFramework/>

or

Scan this QR code to go directly to the site.



Thank you!

We want to hear from you



← Scan code now to register
for CommentPress!

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