

# Understanding Power, Identity, and Oppression in the Public Library

*A free PLA Webinar*



# Social Justice Landscape



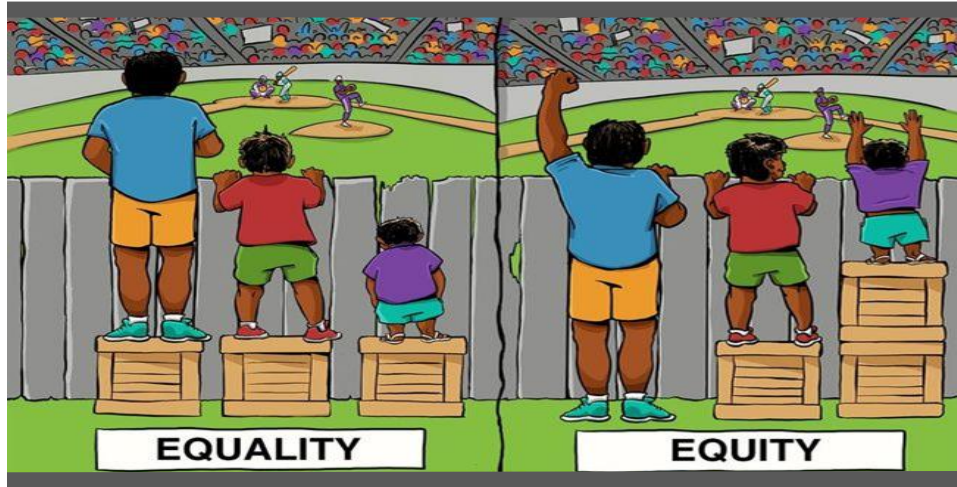
# Key Concepts

- Equity, Diversity, & Inclusion
- Race/racism/racial equity
- Privilege
- Oppression
- Bias/Unconscious Bias
- Power
- Cultural Competency

# ALA Definitions

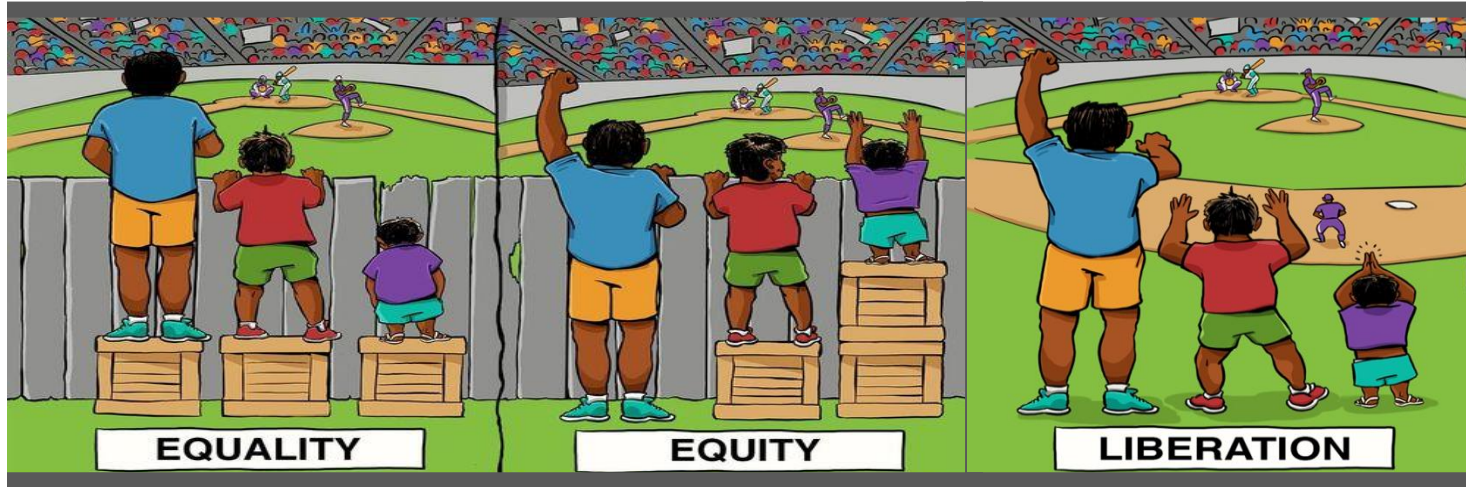
- Equity, Diversity, and Inclusion is the language used throughout ALA.
- The following definitions were developed by the ALA Task Force on Equity, Diversity, and Inclusion and approved by ALA Council.
- <http://www.ala.org/aboutala/odlos-glossary-terms>

# Equity



**Equity** takes groups' systematic disadvantages into account to ensure a fair process and outcome

# Equity



# Diversity

**Diversity** can be defined as the sum of the ways that people are both alike and different.

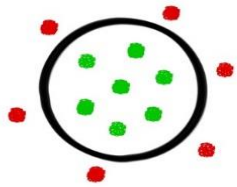
Diversity may be visible or invisible.



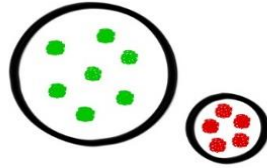
ALA Spectrum Scholars

# Inclusion

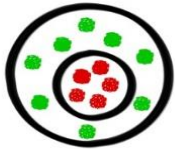
EXCLUSION



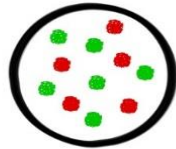
SEPARATION



INTEGRATION

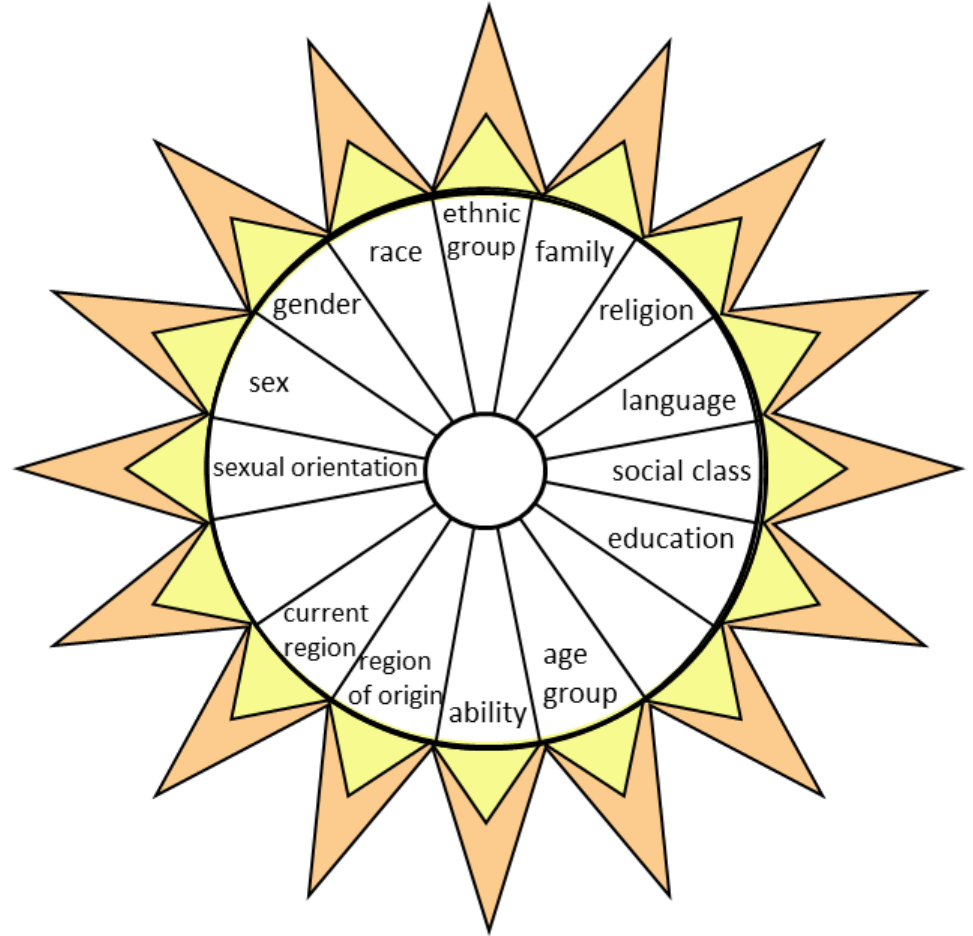


INCLUSION



**Inclusion** describes an environment in which all individuals are treated fairly, are valued, have equal access to resources, and can fully contribute to the organization's success.

# identity exercise



**Privilege** operates on **personal**, **interpersonal**, **cultural**, and **institutional** levels and gives advantages, favors, and benefits to members of dominant groups at the expense of members of target (or marginalized) groups.

“The **White Savior Industrial Complex** is not about justice. It is about having a big emotional experience that validates **privilege.**”

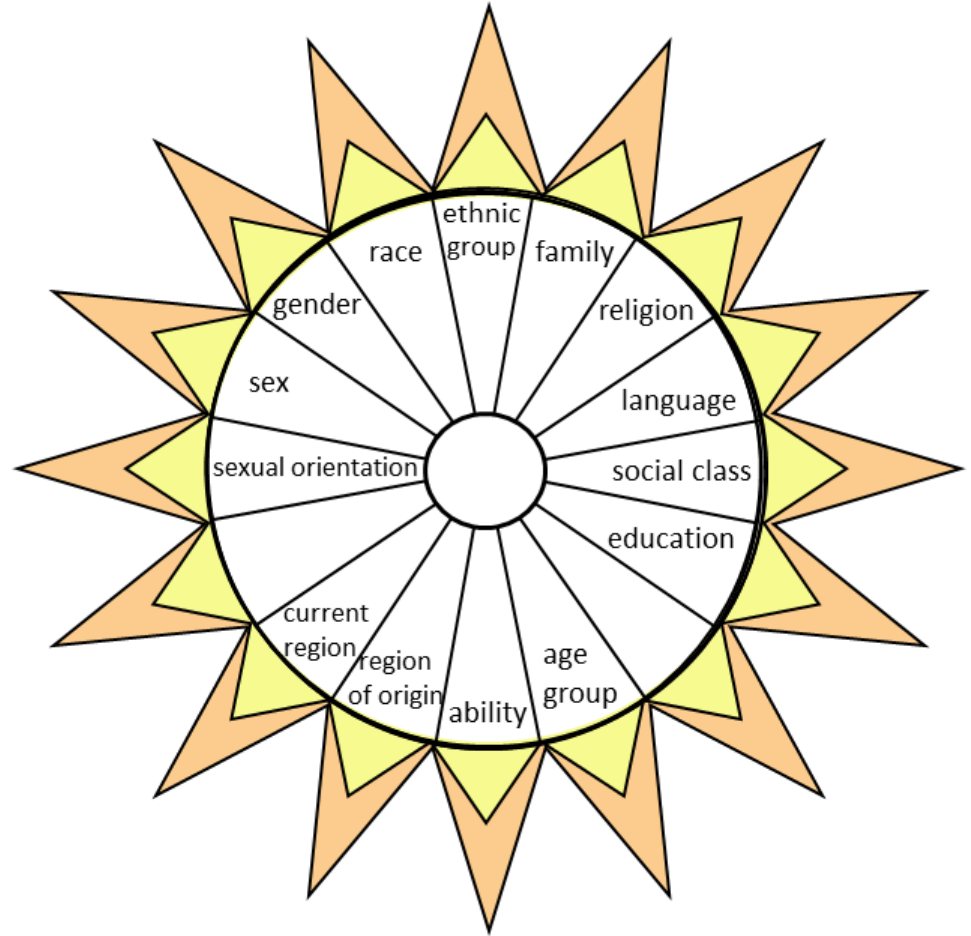
-Teju Cole

“Being **oppressed** means  
the absence of choices”

-bell hooks

**Power** is having influence,  
authority, or control over  
people and/or resources.

# the power flower



# The Danger of a Single Story



How does this talk  
inform our thinking  
about library work?

# The Danger of a Single Story

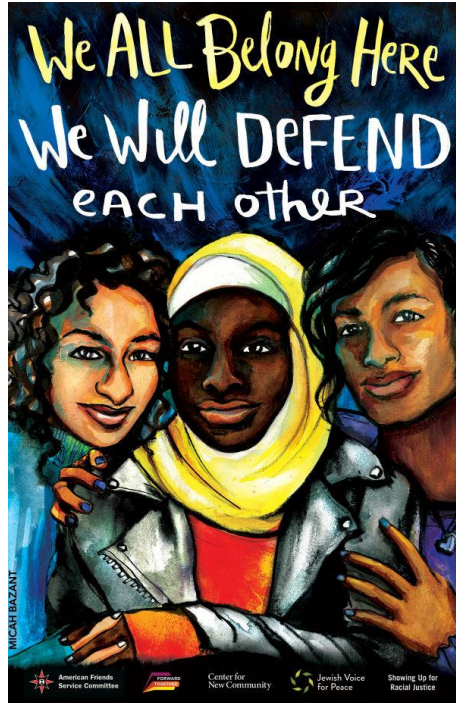


How does this talk  
inform our thinking  
about library work?

“Power is the ability not just to tell the story of another person, but to make it the definitive story of that person.”

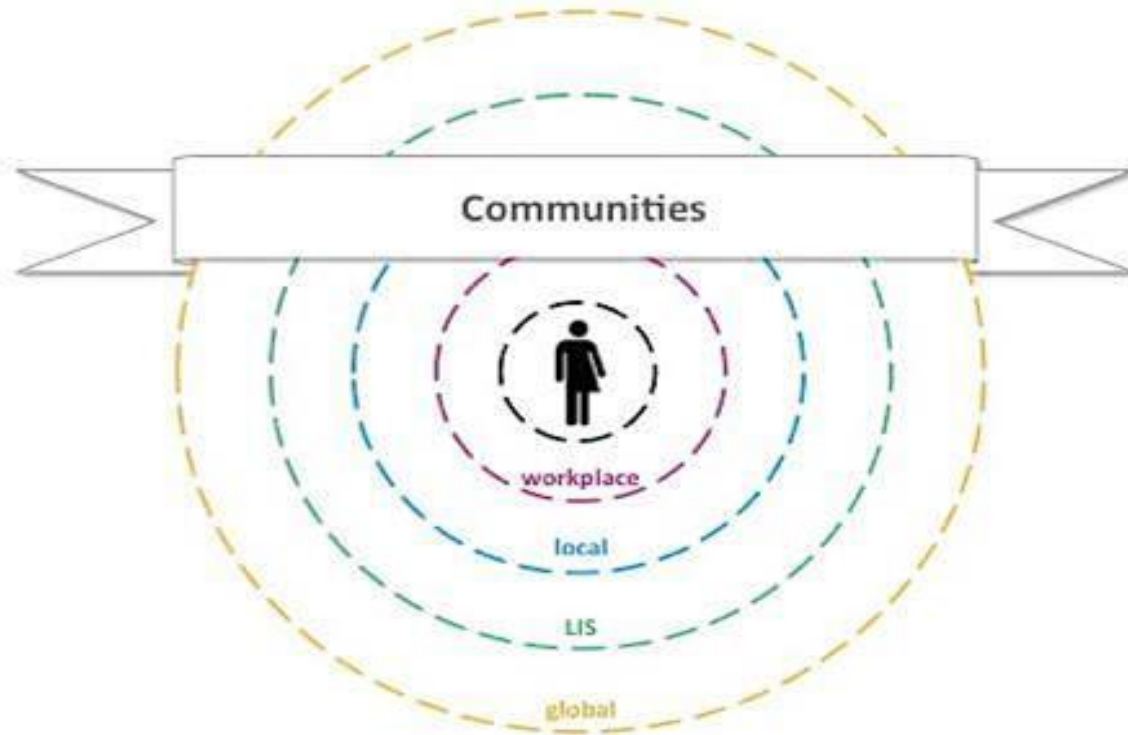
**Social Justice** refers to the ability of **all people** to fully benefit from social and economic progress and to **participate equally** in democratic societies.

# Social Justice in Our Libraries



- Staff
- Services
- Programming
- Collections
- Spaces

# Social Justice in Our Communities



Graphic by Chris Bourg. For more, see *Feral Librarian* blog

# Interrupting Oppression

Being an Ally

- Ally uses their social power to take a stand against social injustice directed at targeted groups.
- Ally is NOT an identity, it is an ongoing process.

**BECAUSE  
TRANSFORMATION IS  
ESSENTIAL TO THE  
COMMUNITIES WE  
SERVE.**

Start the Conversation

# ALA Office for Diversity, Literacy, and Outreach Services

- Resources available on our website [www.ala.org/diversity](http://www.ala.org/diversity)
- Available for consultation and workshops.  
Contact Jody Gray [jgray@ala.org](mailto:jgray@ala.org)



American  
Library  
Association

# PLA Equity, Diversity, and Inclusion Task Force

## [Meet the Task Force](#)

Our goals:

- Education
- Culture shifting/shaping

# How to get involved

- Attend our Pre-Conference training at PLA 2018:



## **Understanding Identity, Power, Oppression + Liberation: A Justice + Equity Training**

» March 20, 2018, 9:00 am-5:00 pm

Facilitated by Mia Henry, director of the Arcus Center for Social Justice in Kalamazoo, Michigan

- Organize a local or regional meet-up
- Contact the PLA EDI Task Force with your ideas:

[pla-edi@ala.org](mailto:pla-edi@ala.org)

# Questions/Discussion



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