



EQUITY, DIVERSITY, & INCLUSION IN PUBLIC LIBRARIES

PRESENTED BY:

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Goals

Today, we are going to:

Gain a better understanding of **EQUITY, DIVERSITY, & INCLUSION.**

Learn why it is important to create a culture and develop an organization where **equity, diversity,** and **inclusion** are part of the fabric of success.

Learn more about **racism** and how it impacts library staffing, programs, services, and policies.

Let's Talk....

- Be Respectful of Peers' Experiences
- Safe Physical & Virtual Space
- Different Places on the Journey
- Grow & Learn
- Marathon vs. Sprint
- Leadership in Action

What Is Racism?



Questions?



**What do
you think?**

How Racism Impacts Ohio

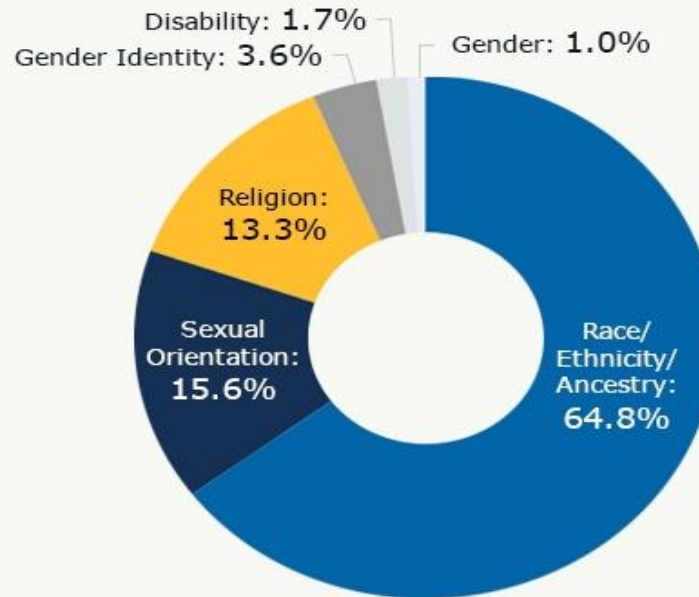


2021 Hate Crime Statistics for USA

Victims of Hate Crime Incidents

- 7,074 single-bias incidents involved 8,753 victims
- In 188 incidents, a total of 271 victims were targeted because of more than one bias

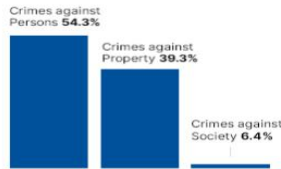
Bias Motivation Categories for Victims of Single-bias Incidents in 2021



[Go to description of image](#)

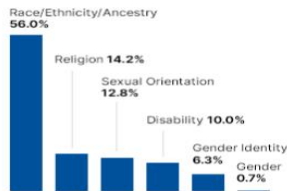
2020 Hate Crime Statistics for Ohio

Fast Facts On Ohio Hate Crime Incidents 2020



Types of Crime

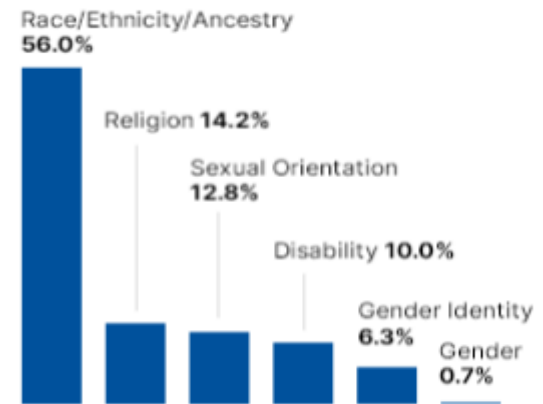
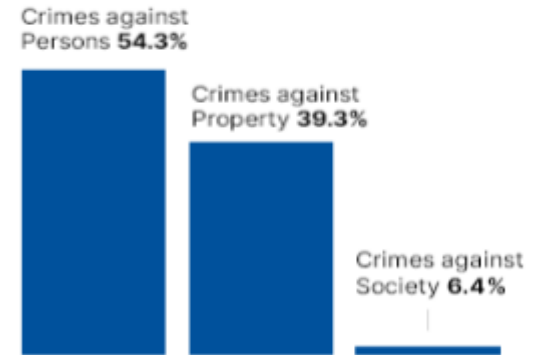
Crimes against Persons	344
Crimes against Property	249
Crimes against Society	40



Bias Motivation Categories

Race/Ethnicity/Ancestry	304
Religion	77
Sexual Orientation	69
Disability	54
Gender	4
Gender Identity	34

Bias Motivation Categories	2018	2019	2020
Race/Ethnicity/Ancestry	218	216	304
Religion	40	30	77
Sexual Orientation	54	60	69
Disability	32	55	54
Gender	2	7	4
Gender Identity	4	23	34
Total:	350	391	542



Cincinnati Regional Coalition Against Hate

Reported the following through their “Unmasking the Realities: The State of Hate in America and Pathways Forward” webinar:

- Ohio Ranks 2nd among states for having **31** extremist groups, California tops the charts with **51** active organizations.
- Ohio records record-high hate crimes in 2020 after state submits updated data to the FBI.
- Ohio ranks **sixth** in the country when it comes to federal indictments in the January 6 breach of the U.S. Capitol, according to the U.S. Department of Justice.
- Cincinnati tops major Ohio cities in reported hate crimes despite a decrease in incidents.

This presentation was done through the National Underground Railroad Freedom Center in Cincinnati, OH. In addition to the museum, the NURFC offers online resources. <https://freedomcenter.org/>

What To Do About Racism?

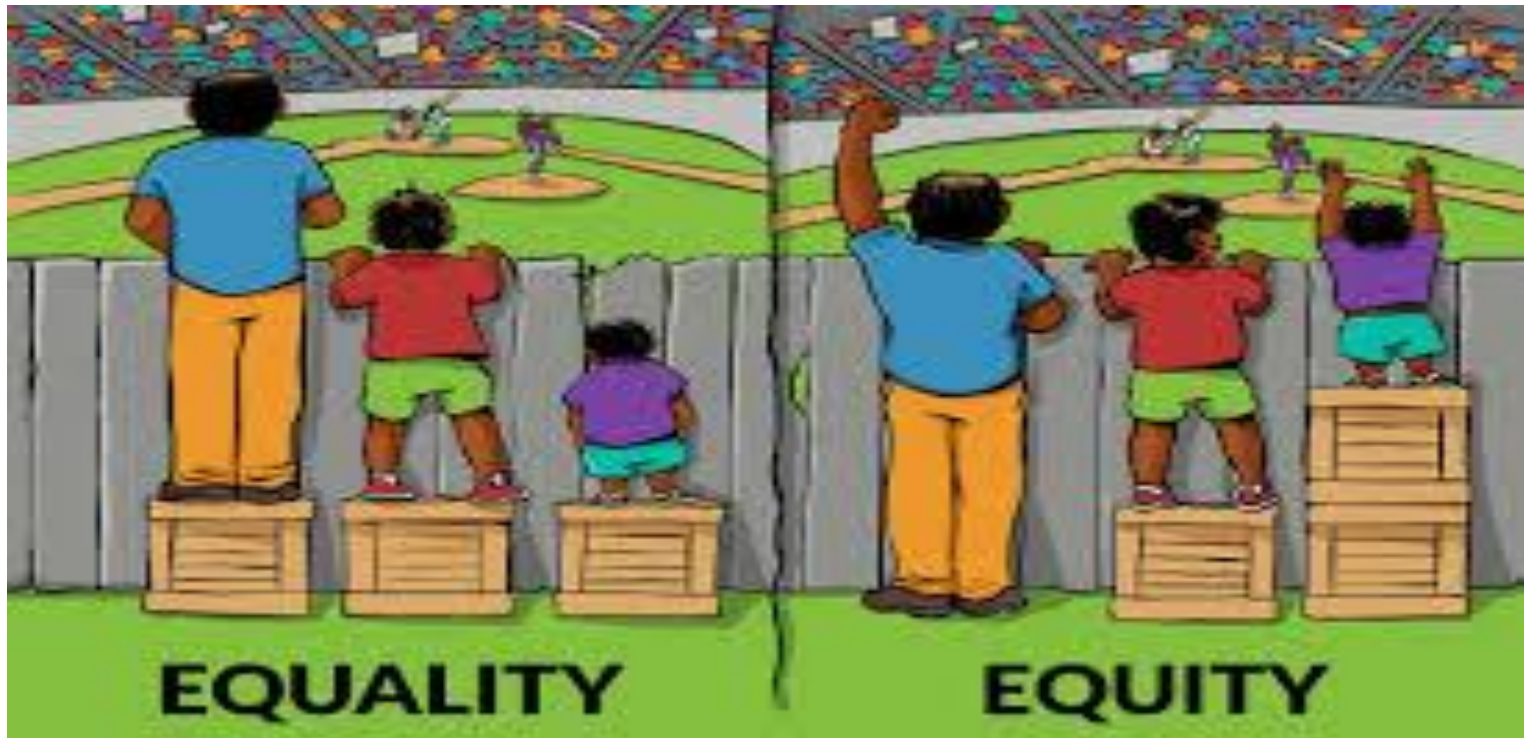


VIDEO OF MESSAGE OF R. DIANGELO

CHALLENGE: Why Don't You Know?

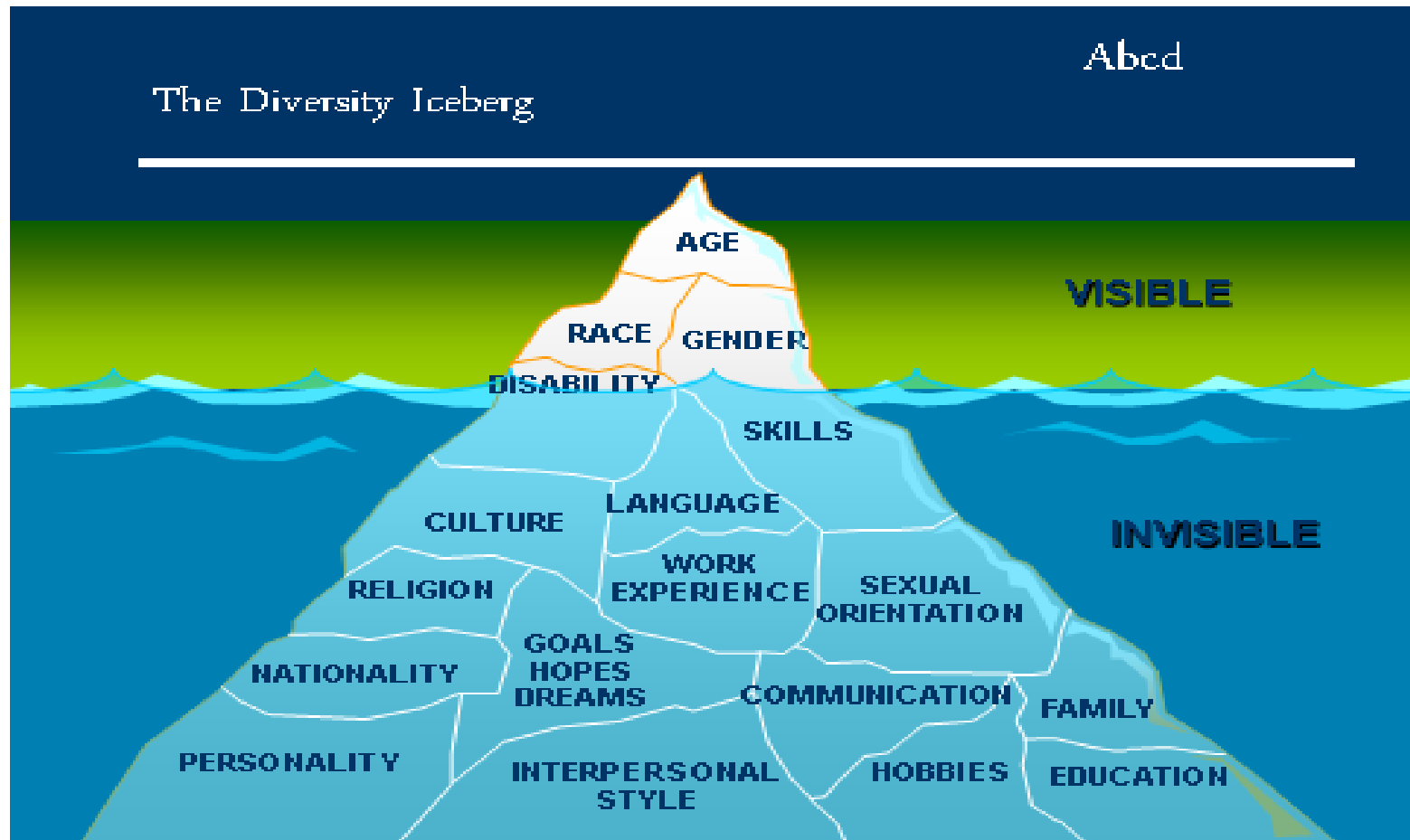
- Educate Yourself
- Educate Your Library Community (Public & Staff)
- Expand Awareness
- Promote the Work of Anti-Racism
- Break White Solidarity/White Silence
- See Racism as “Your” Problem to Help Solve

What Is Equity?



The quality of being fair and impartial.

What Is Diversity?



What Is Inclusion?

Inclusion is recognizing our universal "oneness" and interdependence. It recognizes that we are "one" even though we are not the "same."

Inclusion is the process of aligning an organization's culture, policies, practices, and procedures to fully utilize the diversity within a workplace and eliminate all unfair barriers -- whether actual or perceived -- to allow for opportunity and advancement.

Equity, Diversity, & Inclusion In Public Libraries

WHY?



INTELLECTUAL FREEDOM



**INTELLECUTAL
FREEDOM**

ALA , INTELLECTUAL FREEDOM, & CENSORSHIP

Intellectual freedom is the right of every individual to both seek and receive information from all points of view without restriction. It provides for free access to all expressions of ideas through which any and all sides of a question, cause, or movement may be explored.

Why is Intellectual Freedom Important?

It is the basis for our democratic system. We expect our people to be self-governors. But, to do so responsibly, our citizenry must be well-informed. Libraries provide the ideas and information, in a variety of formats, to allow people to inform themselves.

ALA, INTELLECTUAL FREEDOM, & CENSORSHIP

What is Censorship?

It is the oppression of ideas and information that certain persons – individuals, groups, or government officials - find objectionable or dangerous. It is no more complicated than someone saying, “Don’t let anyone read this book, buy that magazine, or view that film, because I object to it.”

UPCOMING OLC ARCHIVED WORKSHOPS

<https://olc.org/blog/2020/06/18/online-training-opportunities-for-public-library-staff-2/>

ALA Resources

<https://www.ala.org/aboutala/offices/oif>

Equal Employment Opportunity



**EEO
Compliance**

Title VII Civil Rights of 1964

This makes it unlawful to discriminate against someone on the basis of race, color, national origin, sex (including pregnancy, sexual orientation, and gender identity) or religion.

Libraries developed policies around Title VII to re-affirm a company's policy of providing equal employment opportunity for all persons without regard to race, religion, color, national origin, citizenship, sex, veteran's status, age, or non-job-related disability of any kind.

All libraries should comply with these laws, which prohibit discrimination of protected class status in all aspects of **recruiting, hiring, training, promotion, and termination.**

Equal Employment Lawsuits

DATE	CASE	AMOUNT	ISSUE
JUNE 2019	EEOC V. AARON'S FURNITURE	\$425,000	RACE HARASSMENT
MAY 2019	EEOC V. DANNY'S OF JACKSON	\$3.3 MILLION	REPEATED RACE DISCRIMINATION
FEBRUARY 2019	EEOC V. LLANERCH COUNTRY CLUB	\$30,000	AGE DISCRIMINATION
DECEMBER 2018	EEOC V. UPS	\$4.9 MILLION	RELIGIOUS DISCRIMINATION

Euclid Public Library Cost for lawyer @ Squire, Patton, and Boggs:

\$325 per hour

<http://www.eeoc.gov/eeoc/statistics/enforcement/charges.cfm>

Equity, Diversity, & Inclusion In Public Libraries



**WHY EQUITY,
DIVERSITY,
AND
INCLUSION?**

Benefits Of Equity, Diversity, & Inclusion in Public Libraries



Drives Innovation



Leverage Full Potential



Reduces Turnover

Embrace EQUITY, DIVERSITY, & INCLUSION Because...

EUCLID'S POPULATION

2000 - **66.4%** White, **30.6%** Black and **9.7%** Poverty Rate

2010 - **43.8%** White, **52.6%** Black and **19.9%** Poverty Rate

2020 – **34.3%** White, **61.9%** Black and **21.8%** Poverty Rate

- IT IS THE RIGHT THING TO DO
- COMMUNITIES ARE CHANGING
- WE NOW EXIST IN A GLOBAL ECONOMY
- MINORITY GROUPS ARE GROWING

OHIO'S POPULATION 2020

Ohio's Population is **11,780,017** which is **2.3%** growth between 2010-2020

81.7% of Ohio's Population Identified as White Alone

Black or African American **13.1%**

The Hispanic population **4.0%**

The Asian population **2.5%**

Embrace EQUITY, DIVERSITY, & INCLUSION Because....

- LIBRARIES ARE ALREADY GOOD AT IT!
- We already specialize in diversity... just take a look at your bookshelves. In the Religious Section you have the Bible, the Koran, the Torah, and numerous religious texts for a variety of different faiths.
- Out of the 251 Public Library Systems in our State, we all look “physically” different, offer different services and programs, and do things that are completely outside the norm.

Libraries Are Different



Hilda the Dragon @
Westerville Public Library.
Does your community love
magic, fantasy, or sci-fi?

Superman Exhibit @
Cleveland Public
Library. Superman's
writers were born and
raised in Cleveland. Who
can you celebrate in your
area?



Serving the Amish
Community @ the
Gauga County Public
Library. Do you have to
think about horses and
buggies when planning
for your patrons?

Euclid Wind Festival



Maybe your community is like ours in Euclid and celebrates wind?

- Library Programs about the wind
- Books about energy and climate change
- Participation in the annual Wind Festival
- Euclid is the home of Lincoln Electric

Equity, Diversity, & Inclusion is Important In Public Libraries Today

• MESSAGES FROM YOUR FELLOW LIBRARY LEADERS

“In our country and in our communities, structural, institutional, and systemic racism have led to inequity in availability of services, information, and resources. Our library's mission is to provide free access to services and facilities for all. But without focusing our attention on Equity, Diversity, and Inclusion, **we risk not meeting this mission and perpetuating the same inequities experienced for too long, especially for Black and Indigenous people.**”

Annette Iwamoto – Heights Libraries



Equity, Diversity, & Inclusion is Important In Public Libraries Today

- **MESSAGES FROM YOUR FELLOW LIBRARY LEADERS**

“DEI is important to libraries as we are representing the entire communities we serve. Having a diverse workforce ensures a sense of community by representation of **differing perspectives, viewpoints and fosters creativity, growth, and productivity.**”

“We started the Sensory Space after hearing of other libraries who did special story time programs for families with special needs children. Traditional story time formats didn’t seem to work for all kids, so we wanted to be responsive to these parental/child needs.”

Travis Bautz– Midpointe Library System



Equity, Diversity, & Inclusion is Important In Public Libraries Today

- **MESSAGES FROM YOUR FELLOW LIBRARY LEADERS**

“E/I/D are important issues for a public library because they are important issues for the library’s community and for the world. [Library leaders] are representative and we seek to reflect our community, but we also seek to be leaders within our community with **a goal of fostering a sense of belonging where every voice can be heard and appreciated.**”

Ideally, a library’s diverse collections allow all patrons to see reflections of both themselves and others. Remember you are there as a representative. Welcome and listen to opinions and views from community...members that may not be the same as yours.”

Melissa Stickney – Rocky River Public Library



Equity, Diversity, & Inclusion is Important In Public Libraries Today

- **MESSAGES FROM YOUR FELLOW LIBRARY LEADERS**

“[We] were a bit surprised when the Library experienced negative feedback from some patrons when we had equity and inclusion programming. Our Black and Blue photo exhibit was criticized by some patrons as being insensitive and too "cop-friendly," while a week later our screening of an ACLU documentary was criticized as being "anti-law enforcement.”

[Library leaders] need to know that they **should expect negative** reactions to library programming (and items in the library collections), that this is to be expected.”

Jim Crawford – Lakewood Public Library



Equity, Diversity, & Inclusion is Important In Public Libraries Today

- **MESSAGES FROM YOUR FELLOW LIBRARY LEADERS**

Social Justice Cousins©

By MaryAnn Harris

EQUITY, my name is Equity

Treat me fair

Wise decisions come to be

DIVERSITY, my name is Diversity

Respect me

Regardless of race, age, gender, religion, or disabilities

INCLUSION, my name is Inclusion

Believe in me

Me and Cousin Equity and Cousin Diversity

Are

Social Justice Cousins.

Dr. MaryAnn Harris – East Cleveland Public Library



Libraries Are The Definition Of



EQUITY
DIVERSITY
INCLUSION

Questions?



Resources

Diversity Center of Northeast Ohio

- www.diversitycenterneo.org

Ohio Civil Rights Commission

- crc.ohio.gov

Diversity Awareness and Resource Committee

- www.olc.org/diversity

Thank you!

ANY QUESTIONS?

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