

Chat Messages: Equity, Diversity, and Inclusion in Libraries: Recent Trends, February 22, 2022, 10am MST.

10:03:39 From Melissa De Santis to Everyone:

It is!

10:03:50 From Beth Denker to Everyone:

Thanks Melissa!

10:04:28 From Melissa De Santis to Beth Denker(Direct Message):

Can you mute folks besides George?

10:04:45 From Beth Denker to Melissa De Santis(Direct Message):

Yep, Doing that now :)

10:04:48 From Nina McHale (she/her) to Everyone:

Hi everyone! Please check your mute button 😊

10:21:09 From Dustin Fife (He/Him) to Everyone:

YES!!! Hopefully they'll do a new one with each census at a minimum going forward.

10:26:47 From Dustin Fife (He/Him) to Everyone:

<https://www.cnn.com/us/live-news/ahmaud-arbery-killing-hate-crimes-verdict/index.html>

10:26:56 From Dustin Fife (He/Him) to Everyone:

"Ahmaud Arbery's killers found guilty on all counts in federal hate crime trial"

10:37:55 From Denisse (she/her/ella) to Everyone:

see also: <https://diverselibraries.com/survey/>

10:50:07 From Cinthya Ippoliti, she/her/hers to Everyone:

Thank you!

10:54:00 From Cinthya Ippoliti, she/her/hers to Everyone:

<https://www.library.virginia.edu/about-uva-library/diversity>

10:55:39 From Carol E. Smith (she/her) to Everyone:

thanks for the link!

10:55:49 From Cinthya Ippoliti, she/her/hers to Everyone:

I think that's the right one!

11:02:23 From Nina McHale (she/her) to Everyone:

I have to run—thank you Trevor!!!

11:02:27 From Dustin Fife (He/Him) to Everyone:

Send all your Woke resources this way...

11:03:19 From Erika Martinez (she, her, hers) to Everyone:

People, in general, are afraid to do things wrong. There's no template for this work so I think folks struggle with that. Leaders usually don't get a pass when they "screw" up. My thoughts.

11:04:38 From Dustin Fife (He/Him) to Everyone:

Thank you, Erika.

11:06:19 From Jacob McWilliams Denver Public Library (he/him/his) to Everyone:

I agree with that, Erika. I think one struggle with implementing EDI is balancing high expectations with generosity--a "we're in this together" perspective vs a "we need to get these jokers on board" perspective

11:08:34 From Ozy (oh-zee) (she/her) to Everyone:

To all of the above comments I think the thing we don't say is that this is something we simply can't opt out of and the tension that comes with setting that expectation and this idea that we also have to be bringing people along

11:09:25 From Ozy (oh-zee) (she/her) to Everyone:

The first step is often the hardest. The question becomes how can you make the first step easy, obvious and impossible to avoid but impactful and scaffold off of that

11:09:42 From Ozy (oh-zee) (she/her) to Everyone:

When there is a felt sense that individuals can not choose that first step all work fails

11:09:54 From Erika Martinez (she, her, hers) to Everyone:

I get less, especially from other people of color

11:14:38 From Ozy (oh-zee) (she/her) to Everyone:

The first step is always holding a mirror up to who we are, what we're doing and what we have or haven't done. And having real honest questions about that. If we don't understand our history or present context or have a baseline understanding of where we are its impossible to come up with an impactful strategy. Brene Brown said "people will do almost anything to not feel pain, including causing pain and abusing power. Very few people can handle being held accountable without rationalizing, blaming, or shutting down" and I think about that a lot

11:14:49 From Beth Denker to Everyone:

Thanks!

11:17:28 From Kevin Worthington to Everyone:

Hi Trevor, given the atrocities of the past in terms of stolen land, genocide, enslaved people, etc., it seems we should be going beyond equity to really right wrongs. It would be great to know your thoughts on this and the libraries contributions in reconciliation.

11:20:13 From Ozy (oh-zee) (she/her) to Everyone:

Time and also the set expectation that there be that collaboration I think

11:25:12 From Denisse (she/her/ella) to Everyone:

Thank you!

11:29:35 From Dustin Fife (He/Him) to Everyone:

And equal pay going forward

11:29:59 From Katy DiVittorio to Everyone:

Auraria campus provides free tuition to those displaced and their descendants during the creation of the campus.

11:30:22 From Kevin Worthington to Everyone:

Thank you

11:30:24 From Denisse (she/her/ella) to Everyone:

I have to leave for another meeting but thank you Trevor! Take care all

11:30:44 From Cinthya Ippoliti, she/her/hers to Everyone:

Thank you for a great conversation!

11:30:45 From L Eames to Everyone:

thank you!

11:30:49 From Jennifer Nutefall (Dean of Libraries) to Everyone:

Thank you!

11:30:50 From Melissa De Santis to Everyone:

Thank you!

11:30:51 From Trista B. to Everyone:

Thank you!

11:30:51 From Leslie Reynolds (she/her) to Everyone:

Thank you!

11:30:51 From Denis (he/him) - University of Wyoming to Everyone:

Thank you!!

11:30:53 From Parker C to Everyone:

Thank you so much!

11:30:53 From Jeff Kuntzman (he/him) to Everyone:
thanks!

11:30:53 From Mark Kintgen to Everyone:
Thank you

11:30:55 From Mary to Everyone:
Yes, Thank you Trevor. Very interesting session.

11:30:58 From Lisa Nickum (she/her) to Everyone:
Thank you!

11:30:59 From Mari Prestigiacomo to Everyone:
Thank you!!