

## **RAILS Online Roundtable: DEI Programming During a Pandemic**

Tuesday, January 26, 2021

09:54:10 From Dan Bostrom to Everyone : Good morning everyone! Thank you for coming to today's event. We'll be getting started at 10 am.

09:54:47 From Dan Bostrom to Everyone : It might be a bit quiet while we wait for more people to come in. Today's event will be recorded. All registrants will receive a link to the recorded by tomorrow.

09:58:18 From Dan Bostrom to Everyone : Hi everyone, thanks again for coming this morning. We'll be getting started soon. In the meantime, it might be a bit quiet.

09:58:55 From Dan Bostrom to Everyone : We are very pleased that you decided to join us on this snowy Tuesday morning. :)

10:01:04 From Dan Bostrom to Everyone : Starting in 1 min!

10:02:57 From Menbere (Mimi) Mehret to Everyone : i can't hear anything. i only see the agenda

10:03:30 From Karin Nelson to All panelists : sound fine for me

10:08:58 From Dan Bostrom to Menbere (Mimi) Mehret and all panelists : Hi Mimi, are you still having audio issues?

10:20:38 From Menbere (Mimi) Mehret to Everyone : I opened a different browser and it is working now. Thank you for asking!

10:21:02 From Menbere (Mimi) Mehret to Everyone : working\*

10:30:48 From Joe Popowitch to All panelists : We have been working with Together is Better Alliance. They are extremely nice. I recommend that everyone contact them.

10:41:16 From Janice Bojda to All panelists : At Evanston PL we've started a Social Justice book club for grades 3-8.

10:42:17 From Dan Bostrom to Everyone : Q1. What DEI programming has your library already done in the past? Since this summer?

10:42:59 From Jillian Chapman to Everyone : A1. (This is coming up not in the past) We are hosting a discussion with our local county government. They have a Diversity and Inclusion Committee and I want to know what they are doing to make changes. We are also partnering with another library to bring Michelle Kuo to discuss Reading with Patrick.

10:43:09 From Linda Caruso to All panelists : A1 I have developed a book discussion, Exploring Diverse Voices.

10:43:33 From Annie Tillmann to All panelists : A1: How to Talk with Kids about Race 4-part series, 3 racial justice book discussions

10:43:50 From Lori Murphy to All panelists : A1. None.

10:44:00 From Veronica Thurman to All panelists : All programing has diversity in mind

10:44:01 From Colleen Melone to Everyone : A1. Bad Art Night - was well attended by group homes in our area - essentially a crafting program that emphasized creativity/imagination over skill

10:44:02 From Mary Ryan to Everyone : A1 - we hosted the Telling a People's Story Exhibition, but COVID kind of wrecked it. We also had an Indigenous artist come in on Columbus Day/Indigenous People's Day to do portrait painting

10:44:12 From Carly Thompson to All panelists : A1: We have focused more on highlighting cultural heritages of different groups rather than programs on anti-racism. We have a staff discussion group on EDI articles, books, and movies that meets monthly

10:44:29 From Janice Marsh to Everyone : Diversifying our author visits. Hosted Mindful Conversations About Race recently.

10:44:51 From Lisa Lockheart to Everyone : A1: Staff development day EDI focus last year, Books Like Us challenge this month, some black history month programming a number of years ago, and a few lectures here and there.

10:45:00 From Annie Tillmann to Everyone : A1: How to Talk with Kids about Race 4-part series, 3 racial justice book discussions, making sure we have representation in our general programming

10:45:01 From Michelle Kurczak to Everyone : A1. We hosted a recorded Kwanzaa program in December, and are trying to hire more performers of color.

10:45:26 From Joe Popowitch to Everyone : We partnered with COD and two other libraries to do a program called Defining Systemic Racism which included presentations by two COD students.

10:46:01 From Karin Nelson to Everyone : Some PRIDE blog posts in 2019:

<https://www.frvpld.info/pride-month-part-1> and <https://www.frvpld.info/pride-month-part-2>

10:46:10 From Sara Bell to All panelists : A1: We did a series focusing on history of voting rights. Not only racial issues surrounding the history of voting rights, but also women's issues.

10:46:11 From Lisa Lockheart to Everyone : A1: Should add it's becoming a focus topic in our pgmning group discussions

10:46:28 From Dan Bostrom to Everyone : Q2. How do you feel about your community's response to the civil unrest last summer?

10:46:32 From Jillian Chapman to Everyone : A2. We did not have a good response to the civil unrest. Local community members created their own militia that we had to be concerned about on multiple times over the past 6 months.

10:47:05 From Mary Ryan to Everyone : Mine got ridiculous. There were "riots" (people did a car parade protest) and a rumor that the library was on fire.

10:47:36 From Linda Caruso to All panelists : A2 I know people were upset and shared their thoughts but many were very concerned about their safety.

10:47:43 From Sara Bell to All panelists : Q2: Disappointed. Concerned programming we may offer will draw its own protests.

10:47:54 From Tracie Padal to All panelists : A1: We are hosting a program for parents next week called "Raising Anti-Racist Children." <https://palatinelibrary.org/events/raising-anti-racist-children>

10:48:36 From Jennifer Burkett to Everyone : A2. The local police joined our community members during several peaceful protests.

10:48:50 From Laona Fleischer to Everyone : A2 I felt this was somewhat ignored both by library and community. I personally acknowledged what was going on to my program attendees but was not directed to acknowledge it from the library.

10:48:59 From Jillian Chapman to Everyone : A2. A community next to ours had a BLM protest which was very peaceful and probably one of the few protests in it's history. It went smoothly but the city responded badly by boarding up the entire downtown area. It was embarrassing to see that they felt there would be rioting when it was so peaceful.

10:49:00 From Lisa Lockheart to Everyone : A2: Small gatherings at courthouse in RI County, some peaceful demonstrations on the Iowa side, which were unfortunately marred by violence in at least one case. Our United Way hosted an ongoing self-education series on racial equity. No demonstrations around the library.

10:49:16 From Vera Olekanma to All panelists : We had a well attended protest

10:49:27 From Janelle O'Malley to All panelists : q2. Our community did not respond well. we're very rural and there were rumors that BLM protesters were going to attach the town. There was a small group of teenagers who protested and chalked the sidewalks downtown with positive loving words for the BLM movement.

10:49:29 From Annie Tillmann to Everyone : A2: We didn't really have a response at first but were able to start intentional and specific programming to change that by August

10:49:36 From Lisa Lockheart to Everyone : A2: School system also doing some focused civil justice programming.

10:49:54 From Ryan Livergood to Everyone : A2: There was a lot of positive community response initially (e.g., the Black Student Union at the high school organized a rally in a local park attended by local government leaders). We had a meeting of intergovernmental leaders that were going to create a communitywide EDI committee, but that hasn't happened yet which is very disappointing. However, we will be leading these efforts in our community if no one else steps up to do it.

10:50:00 From Louise Dimick to Everyone : A2: I live in Chicago down the street from the mayor, so we saw a lot of protests over the summer. Where I work I think the community's response was kind of all over the place, but our library organization I feel had a very good response.

10:50:12 From Lisa Lockheart to Everyone : a2: Community lockdown during violence in June

10:50:21 From Janice Kellman to All panelists : Courtney can you speak to who and how you handled the emails of those complaining about your programs

10:50:36 From Dan Bostrom to Everyone : Q3. How do you think your community/library would benefit and/or react to DEI programming?

10:50:37 From Michelle Kurczak to Everyone : Q2. I don't think it made much of an impact on our community. There was a small protest that was rewarding to see. Perhaps it was hard to determine because the library was closed and then very slow, so interaction/conversation was limited. Our police and village did assure our director they'd continue to respond to calls after he posted a BLM support statement (after hearing elsewhere had these issues).

10:50:37 From Karin Nelson to Everyone : Upcoming training for staff :

<https://www.libraryjournal.com/?event=equity-in-action-march-2021>

10:51:27 From Jillian

Chapman to Everyone : A3. I think everyone can benefit from EDI programming. I'm not sure we would get a lot of attendance. We are a small library so sometimes a library nearby with the same program gets a lot more attendance than we do but I think as long as we keep offering programming like this will benefit everyone. All we can do it keep trying and make the community aware that this is an issue and open a conversation about how it affects our community.

10:52:31 From Linda Caruso to All panelists : I think they may respond well, but in actually few tend to attend what I am trying to do in diversity, but that doesn't mean I shouldn't try...

10:52:50 From Jen Einoris to Everyone : A3: I think everyone could benefit from DEI training and I think the staff are definitely open to training.

10:53:13 From Michelle Kurczak to Everyone : Q3. Like Jillian said, everyone would benefit. But I think many are concerned and fearful of negative reactions and use that to do less.

10:53:16 From Janelle O'Malley to All panelists : Q3 It depends on how programs are described/worded. We've done storytimes highlighting BIPOC/LGBTQ people/characters. Those have been received ok. Adult services has planned some upcoming programs but has been hesitant because of what happened over last summer.

10:54:28 From Lisa Lockheart to Everyone : Q3: It is really hard to tell. I suspect we'd do better if we did partner with area libraries. Good suggestion!

10:54:59 From Lori Murphy to All panelists : A3 Our library could be a leader in the university.

10:55:04 From Dan Bostrom to Everyone : Q4. What community partners can you identify that you could reach out to for help and/or program content?

10:55:11 From Jillian Chapman to Everyone : A4. Lake Forest and Lake Bluff are sister towns. We partner with the Lake Forest Library on other programming like author discussions as well as local non profits that really benefit promoting a program. We partner with the Village on a lot of other programming as well but we haven't reached out on EDI programming. So if anyone has suggestions I am all ears.

10:55:38 From Edmund Balzer to Everyone : A4: Like Courtney said, working with other libraries is a newer trend that has been very successful for us in offering programs we wouldn't be able to afford on our own.

10:55:49 From Linda Caruso to All panelists : Q4Our local community college, business association, school district.

10:56:17 From Lisa Lockheart to Everyone : Q4>United Way, Chamber, Schools, Augustana College, Minority Chamber, Latino groups, CLOCK inc (LGBT), League of Women Voters. Basically, taking a page from Wheaton.

10:56:17 From Janice Marsh to Everyone : United Way of Lake County just launched a 21 week Equity Challenge, so we promoted that to staff. Otherwise, hope to connect with YWCA, in addition to usual partners.

10:56:28 From Jennifer Burkett to All panelists : Will the chat be available once this ends?

10:56:47 From Janice Bojda to All panelists : Great program. Thanks. I have another meeting, so I have to dash.

10:57:11 From Lisa Lockheart to Everyone : q4: NAACP

10:58:06 From Joe Popowitch to Everyone : In June, we are having the creator of the Folded Map Project do a talk.

10:58:53 From Laona Fleischer to Everyone : Tamika Johnson artist running Folded Map is amazing!!!!!!!!!!!!!!

10:58:53 From Joe Popowitch to Everyone : <https://www.tonijphotography.com/projects/6836945>

10:59:05 From Jillian Chapman to Everyone : A5. I really like Zoom in moderation. It is a great way to bring in non local programming to pull in content from other communities without travel. At the beginning of the pandemic we highlighted a local business on Facebook each week where the business would submit a video and we would be allowed to brand it with our logo but then highlight something they were doing that was educational.

10:59:13 From Jennifer Burkett to All panelists : Thank you both for so much wonderful information

10:59:15 From Courtney Tedrick to Lisa Lockheart and all panelists : YES - work with Augustana :) I am an Augie grad :)

10:59:35 From Jillian Chapman to Everyone : <https://readbetween.org>

10:59:36 From Michelle Kurczak to Everyone : Thank you! Lots of great inspiration from Wheaton!

10:59:38 From Lori Murphy to All panelists : This was very interesting. Thank you.

10:59:42 From Laona Fleischer to Everyone : Thanks Courtney and Dan! This was very helpful.

10:59:49 From Lisa Lockheart to Everyone : Monica Smith is amazing (Augustana Diversity and Inclusion office)