Mimi’s Tea Talk on Diversity

Understanding Diversity

Wednesday, January 27, 2021
Presented by:

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AGENDA

• Introduction, Housekeeping
• TeaTalk Overview
• Identity
• Diversity, Equity, Inclusion, Belonging
• Barriers to DEIB
• Movie Time!
• Reflection
• Why? & How?
• Thank you
What do you see?
The Cultural Iceberg

Surface
Things, rituals, statements and behaviours...
the 'what' that we see

Mind
Values, attitudes, thinking and expectations...

Deep Assumptions
Tradition, upbringing, national identity, views of the world and beliefs

Cultural Iceberg - Edward T. Hall; 1976.
Diversity can be defined as the sum of the ways that people are both alike and different.

Visible diversity is generally those attributes or characteristics that are external.

Invisible diversity includes those characteristics and attributes that are not readily seen. When we recognize, value, and embrace diversity, we are recognizing, valuing, and embracing the uniqueness of each individual.

Diversity includes but is not limited to race, color, ethnicity, nationality, religion, socioeconomic status, veteran status, education, marital status, language, age, gender, gender expression, gender identity, sexual orientation, mental or physical ability, genetic information, and learning styles.
The guarantee of fair treatment, access, opportunity, and advancement for all while striving to identify and eliminate barriers that have prevented the full participation of some groups.

The principle of equity acknowledges that there are historically under-served and under-represented populations and that fairness regarding these unbalanced conditions is needed to assist equality in the provision of effective opportunities to all groups.
Pt. 1. Understanding Diversity

Equality

Equity
Bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power and ensures equal access to opportunities and resources.

“Diversity is being invited to the party. Inclusion is being asked to dance.” – Verna Myers

As an example of inclusion, consider a student encouraged to attend a career fair, only to arrive and learn that she cannot meet with certain recruiters because the facility is not fully wheelchair accessible.
Quite simply, representation. Recognizing our (many) unique dimensions like race, ethnicity, gender, sexual orientation, (to name just a few) and seeing them represented where we work.

The guarantee of fair treatment, access, opportunity, and advancement for all.

Feeling welcome, respected, being treated fairly, having access to the same development and career opportunities and not only having a seat, but a voice, at the table.
Barriers to DEIB

Stereotype → Bias → Microaggression

Discrimination ← Privilege ← Prejudice
Stereotype

Characteristics attributed to categories of people

Rooted in the history of relations between groups

Often overgeneralized, inaccurate and negative

Origins of Stereotypes

Parents

Family

Significant others

Peers

Media

Social learning
Implicit/Unconscious Bias

Attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.

1. Our brains use two ‘thinking’ systems that operate simultaneously
2. We like to put people into categories
3. Biases become wired within the human brain
4. This wiring creates a set of systematic thinking errors (biases)
5. Biases are learned through culture and experiences, they are contextual
Implicit/Unconscious Bias

How we make decisions and how Unconscious Bias affects judgement

https://youtu.be/dlwkvB0Diz4
Microaggressions in everyday life

https://youtu.be/BJL2P0JsAS4
Discrimination

Discrimination is the behavioral component of the attitude of prejudice. It consists of a selectively unjustifiable behavior towards members of a target group.
Prejudice
A preconceived opinion that is not based on reason or actual experience. A set of negative beliefs, generalized about a whole group of people.

Power
Ability to influence others and impose one’s beliefs. All power is relational, and the different relationships either reinforce or disrupt one another.

Privilege
Unearned social power accorded by the formal and informal institutions of society to ALL members of a dominant group (e.g. white privilege, male privilege, etc.).

Oppression
Oppression is the combination of prejudice and institutional power which creates a system that discriminates against some groups and benefits other groups.
The danger of a single story

https://youtu.be/D9Ihs241zeg
Reflection Questions

What single stories have you noticed that others have about you? What dilemmas have you experienced when others view you differently than you view yourself?

What single stories have you noticed that you hold about others? What dilemmas have you seen arise when we view others differently than they view themselves?

What steps can you take, or have you taken, to challenge these single stories?
Why Diversity Matters in Libraries?

• Diversity matters in relation to the relevance of services being provided to meet practical and extraordinary needs. Needs that are diverse not only because of ethnicity and race, but also because of religion, gender, socioeconomic status, physical ability, etc.

• Diversity matters because we all play a part in the messages we disseminate, regardless of how we identify. Librarians contribute towards the preservation and accessibility of information, representations of authority in the intellectual sphere, and advocating against censorship.
Why Diversity Matters in Libraries?

• The library profession recognizes the critical need for access to library and information resources, services, and technologies by all people, especially those who may experience language or literacy-related barriers; economic distress; cultural or social isolation; physical or attitudinal barriers; racism; discrimination on the basis of appearance, ethnicity, immigrant status, religious background, sexual orientation, gender identity, gender expression; or barriers to equal education, employment, and housing.

• Libraries can and should play a crucial role in empowering diverse populations for full participation in a democratic society.

• Librarianship recognizes the value of a diverse workforce in achieving this vision. By assembling the perspectives and experiences of multiple diversities—age, gender, ethnicity, physical ability, sexuality, and more—libraries can continue to innovate and improve services and respond to the needs of the nation’s changing communities.
Why Diversity Matters?
Why Diversity Matters?
Implementing DEIB at Your Library

1. Get to know your people
2. Dedicate your time and attention
3. Personalize your introductions
4. Open it up to others
1. Listening
   - Making eye contact
   - Paying attention to what others have to say
   - Not interrupting

2. Including
   - Inviting to participate
   - Keeping everyone in the loop
   - Being socially inclusive

3. Valuing
   - Giving credit where it’s due
   - Encouraging strengths
   - Acknowledging accomplishments

4. Engaging
   - Saying hello and goodbye
   - Asking everyone for their input
   - Being friendly

*Test yourself for hidden bias (Project Implicit):
https://implicit.harvard.edu/implicit/takeatest.html
When we reject the single story, when we realize that there is never a single story about any place, we regain a kind of paradise.

-- Chimamanda Ngozi Adichie
**Videos**

- How we make decisions and how Unconscious Bias affects judgement
  

- Microaggressions in everyday life
  
  [https://youtu.be/BJL2P0JsAS4](https://youtu.be/BJL2P0JsAS4)

- The danger of a single story
  

- Project Implicit (Implicit Bias Test)
  
  [https://implicit.harvard.edu/implicit/takeatest.html](https://implicit.harvard.edu/implicit/takeatest.html)

**Articles**

- Unlocking the Benefits of Diversity: All-Inclusive Multiculturalism and Positive Organizational Change
  

- Linking Workplace Diversity To Organizational Performance: A Conceptual Framework
  

- Othering, identity formation and agency
  
  [https://tidsskrift.dk/qual/article/view/5510](https://tidsskrift.dk/qual/article/view/5510)

- Racial Color Blindness: Emergence, Practice, and Implications
  
  [https://www.hbs.edu/faculty/Pages/Item.aspx?num=41856](https://www.hbs.edu/faculty/Pages/Item.aspx?num=41856)

- Racial Equity Tools
  
  [https://www.racialequitytools.org/](https://www.racialequitytools.org/)

- An Overview of Diversity Awareness
  
  [https://extension.psu.edu/an-overview-of-diversity-awareness](https://extension.psu.edu/an-overview-of-diversity-awareness)