Mimi’s TeaTalk on Diversity

Working with Diverse Populations

Wednesday, February 10, 2021
Presented by:

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AGENDA

• Introduction, Housekeeping
• TeaTalk Overview
• Barriers to DEI Centered Community Engagement
• Transformations to Cultural Competence + Cultural Humility & Color Bravery
• Action: Becoming an Ally
• Thank you
Library DEI Work Dimensions

- **Institutional Work**
  - Planning, Policies, Best Practices

- **Community Work**
  - Cultural Competence, Engaging Community, Understanding others

- **Internal/Individual Work**
  - Understanding Self, Cultivating Awareness

Three Levels of DEI Learning

- **Part 1:** Understanding Diversity
- **Part 2:** Working with Diverse Populations
- **Part 3:** Diversity Action Plan

Social Justice

Cultural Competence + Cultural Humility

Diversity Awareness

Next Session - Wednesday, February 24, 2021
A Pathway to DEI Engagement in Library Communities: Barriers, Transformations & Actions

- Racism - Color Blindness
  - Xenophobia - Cultural Racism

- Color Bravery - Multiculturalism
  - Cultural Competence - Cultural Humility

- Becoming an Ally

Diversity, Equity, Inclusion

Belonging

Barriers
  Transformations
  Actions
Barriers to DEI centered community engagement

Racism
- Race is a recent human invention
- Race is about culture, not biology
- Race and racism are embedded in institutions and everyday life.

Color Blindness
Racial ideology that posits the best way to end discrimination is by treating individuals as equally as possible, without regard to race, culture, or ethnicity.

Xenophobia
Fear, hatred and dislike of strangers or foreigners, such as being anti-immigration, antiforeign, and/or anti-different groups.

Nativism
A policy of favoring native inhabitants as opposed to immigrants or the revival or perpetuation of an indigenous culture especially in opposition to acculturation.

Othering
A belief that race is the primary determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race.

Us vs. Them
Barriers
The Long History of Xenophobia in America

https://youtu.be/NuflY5IDb9Y
Barriers to DEI centered community engagement

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- **Othering**
  - Us vs. Them

- **Barriers**
**Overcoming the barriers: Cultural Competence + Cultural Humility**

**Culture** refers to a group or community with which we share common experiences that shape the way we understand the world. It includes groups that we are born into, such as race, national origin, class, or religion.

**Building relationships with people from different cultures**

- Make a conscious decision to establish friendships with people from other cultures.
- Put yourself in situations where you will meet people of other cultures.
- Examine your biases about people from other cultures.
- Ask people questions about their cultures, customs, and views.
- Read about other people's culture's and histories
- Listen to people tell their stories
- Notice differences in communication styles and values; don't assume that the majority's way is the right way
- Risk making mistakes
- Learn to be an ally.
Weird or Just Different?

https://youtu.be/1K5SycZjGhI
- **Cultural competence** is the ability to understand, communicate with, and effectively interact with people across cultures.

- Underlying cultural competence are the principles of trust, respect for diversity, equity, fairness, and social justice. Cultural competence requires more than becoming culturally aware or practicing tolerance. Rather, it is the ability to identify and challenge one’s own cultural assumptions, values, and beliefs, and to make a commitment to communicating with cultural understanding.

- **Cultural humility** focuses on identifying one’s own implicit biases, self-understanding, and interpersonal sensitivity and cultivating an appreciation for the multifaceted components of each individual (culture, gender, sexual identity, race and ethnicity, religion, lifestyle, etc.).
Becoming culturally competent and practicing cultural humility are ongoing processes that change in response to new situations, experiences and relationships. Cultural competence is a necessary foundation for cultural humility.

**Gaining Cultural Knowledge**
What are other cultures like, and what strengths do they have?

**Developing Cultural Self-Awareness**
What is my culture, and how does it influence the ways I view and interact with others?

**Holding Systems Accountable**
How can I work on an institutional level to ensure that the systems I'm part of move toward greater inclusion and equity?

**Understanding and Redressing Power Imbalances**
How can I use my understanding of my own and others' cultures to identify and work to disrupt inequitable systems?
Mini Cultural Competence Test
- Please respond to the polls on your screen.

Cultural Competence Self-Assessment
Why do we need cultural competence and cultural humility in libraries?

-Becoming culturally competent and practicing cultural humility are central to library services. Cultural competence and cultural humility compel us to move beyond cultural awareness.

-Library staff who are culturally competent and practice cultural humility collect materials, provide programs, design instruction, and build technology tools that reflect the various cultures represented in their communities.

-They also actively work to identify and address systemic inequities.
Color Blind or Color Brave?

https://youtu.be/oKtALHe3Y9Q
What is an ally?
An ally is any person that actively promotes and aspires to advance the culture of inclusion through intentional, positive and conscious efforts that benefit people as a whole.

What does it mean to be an ally?
An ally seeks to understand what it feels like for another person or group to be oppressed, and despite knowing you will never fully understand how it feels, is committed to valuing and supporting people who are marginalized.

Why allies are necessary?
Anyone has the potential to be an ally. Allies recognize that though they’re not a member of the underinvested and oppressed communities they support, they make a concerted effort to better understand the struggle, every single day.

Because an ally might have more privilege and recognizes said privilege, they are powerful voices alongside oppressed ones.

Being an ally doesn’t necessarily mean you fully understand what it feels like to be oppressed. It means you’re taking on the struggle as your own.
Learning to be an Ally for People from Diverse Groups and Backgrounds

**The Dos**

- Do be open to listening
- Do be aware of your implicit biases
- Do your research to learn more about the history of the struggle in which you are participating
- Do the inner work to figure out a way to acknowledge how you participate in oppressive systems
- Do the outer work and figure out how to change the oppressive systems
- Do use your privilege to amplify (digitally and in-person) historically suppressed voices
- Do learn how to listen and accept criticism with grace, even if it’s uncomfortable
- Do the work every day to learn how to be a better ally

**The Don’ts**

- Do not expect to be taught or shown. Take it upon yourself to use the tools around you to learn and answer your questions
- Do not participate for the gold medal in the “Oppression Olympics” (you don’t need to compare how your struggle is “just as bad as” a marginalized person’s)
- Do not behave as though you know best
- Do not take credit for the labor of those who are marginalized and did the work before you stepped into the picture
- Do not assume that every member of an underinvested community feels oppressed
We're Stronger as Us. We're Stronger as Allies

https://youtu.be/KcotI7vRbYY
We all should know that diversity makes for a rich tapestry, and we must understand that all the threads of the tapestry are equal in value no matter what their color.

-Maya Angelou
Thank you!
Videos
The Long History of Xenophobia in America https://youtu.be/NuflY5IDb9Y
Weird or Just Different? https://youtu.be/1K5ycZjGhl
Color Blind or Color Brave? https://youtu.be/oKtALHe3Y9Q
We're Stronger as Us. We're Stronger as Allies https://youtu.be/Kcotl7vRbYY
3 ways to be a better ally in the workplace https://youtu.be/k12j-E1LsUU

Articles
Practicing Cultural Competence and Cultural Humility in the Care of Diverse Patients https://focus.psychiatryonline.org/doi/10.1176/appi.focus.20190041
Addressing Racial Awareness and Color-Blindness in Higher Education https://doi.org/10.1002/tl.20111
Racism in contemporary American institutions https://www.semanticscholar.org/paper/Racism-in-contemporary-American-institutions%3A-a-of-Clark/a60c6395c15e30a10a17fd9e4196577de8a7346a
The 21-Day Equity Challenge https://www.unitedwaydm.org/equity-challenge
Colorblind Ideology Is a Form of Racism https://www.psychologytoday.com/us/blog/culturally-speaking/201112/colorblind-ideology-is-form-racism
Othering, identity formation and agency https://tidsskrift.dk/qual/article/download/5510/4825/
Guide to Allyship https://guidetoallyship.com/#the-work-of-allyship