Equity & Inclusion in CCC Library Systems & Resources

Wednesday, April 21, 2021

Note: This session is being recorded and will be posted to the wiki.

Parameters

- This session is being recorded and will be posted to the wiki.
- Dialogue and questions will begin around 11:40, moderated per progressive stacking. Our application of Progressive Stacking here prioritizes voices of Black, Indigenous, and People of Color (BIPOC). **When asking a question on chat, add an asterisk (*) before the word "stack" or your question itself—only if you identify as a BIPOC.**
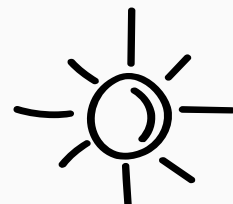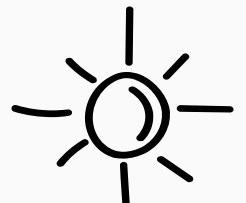
Safe Space / Brave Space

- Make No Assumptions.
- Use All-Gender Inclusive Language.
- Honor Everyone's Boundaries.
- Confront Harassment and Reduce Harm.
- Make Your Support Visible.
- Embrace Your Mistakes, Then, Move Forward.
- Be Brave in Holding Others Accountable, Then, Move Forward.

Courtesy of Art+Feminism Safe Space/Brave Space Policy

Legacy of African Slave Trade Acknowledgement

In August 1619, the first enslaved Africans landed on the shores of a British colony in Virginia. They were taken from their homeland to work on stolen foreign land.

This marked the beginning of discriminatory and dehumanizing systems whose legacies remain in the fabric and DNA of what we now know as the United States.

"Our founding ideals of liberty and equality were false when they were written. Black Americans fought to make them true. Without this struggle, America would have no democracy at all." – Nikole Hannah Jones, creator of 1619 project.

This acknowledgement created by Dr. Jasmine Roberts of OSU

Virtual Land Acknowledgement (CSUSM)

"We acknowledge that this meeting is taking place throughout the unceded territory of California, home to nearly 200 tribal nations. As we begin this event, we acknowledge and honor the original inhabitants of our various regions. A land acknowledgement is a critical (and humbling) step towards working with native communities to secure meaningful partnership and inclusion in the stewardship and protection of their cultural resources and homelands. Let's take a moment to honor these ancestral grounds that we are collectively gathered upon and support the resilience and strength that all Indigenous people have shown worldwide."

*Learn: about oppression & privilege; about the history of colonization; about the California Indian peoples and their culture; about the land you live on. Learn from the California Indian people who have written and created countless books, documentaries, websites, songs, plays, and other works.

(https://www.csusm.edu/cicsc/land.pdf)

Things You Can Do

Use https://native-land.ca/ to determine how you can contribute to indigenous efforts in your area

Donate your time to Kumeyaay Diegueño Land Conservancy (KDLC) http://kdlc.org/

Introductions

Angela Boyd, San Diego Miramar College
Instruction & OER; ELUNA – Diversity, Equity & Inclusiveness in Search Advisory Group

Megan Kinney, City College of San Francisco
Electronic Collections Librarian; CCL-EAR; LSP Governance Committee & Acq/ERM Workgroup; ELUNA – Diversity, Equity and Inclusiveness in Search Advisory Group

Mario Macías, Los Angeles Pierce College
Instruction & Reference Librarian; Vice President of CARL

Stephanie Roach, San Mateo County Community College District
Library Systems & Application Developer; LSP Network Zone Task Force member

Glenn Tozier, Monterey Peninsula College
Digital Services Librarian; LSP Discovery/UX Workgroup; ELUNA – Diversity, Equity and Inclusiveness in Search Advisory Group

Session Goals

1. Recognize one possible pathway to positive change: We'll showcase how one CCC librarian raised awareness about an issue, resulting in change impacting all Ex Libris Alma/Primo libraries. What work on this is still needed?

2. Identify disconnected threads, silos, and gaps—How can we knit them together and build connecting bridges?

3. Identify systems and structures across California Community College libraries that can be leveraged to create change.

4. Let's learn from each other! Share your thoughts on how we can best bring about any change. Is there something you're working on that you'd like help with? What is needed in order to engage in system/resource equity efforts?
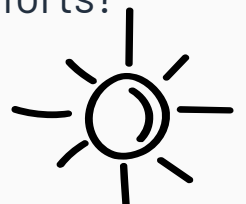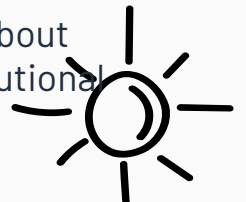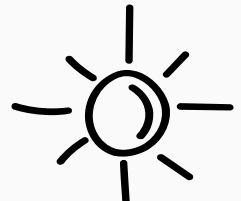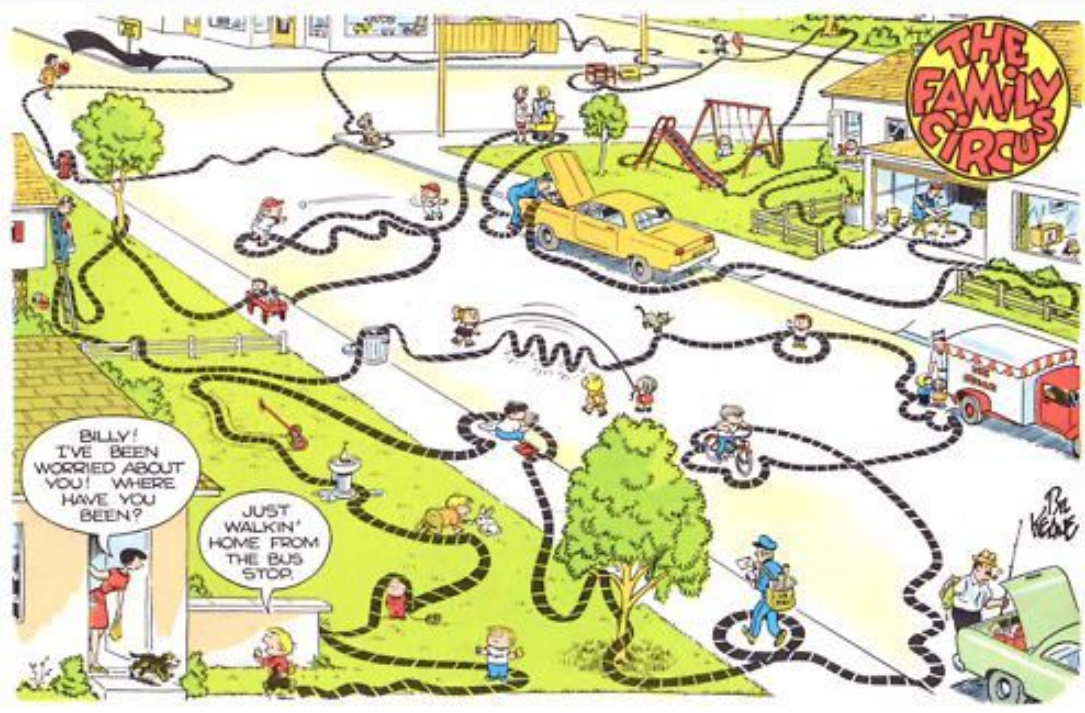
How does this tie in?

- **CCCCO Vision for Success**
  - "...our students, faculty, staff and administrators need to feel a sense of agency and must have open and honest conversations about how we come together as an educational community to keep building inclusive and safe learning environments."
- **Academic Senate for the California Community Colleges** 3.03 F19
  - "...approved a DEI Statement that acknowledges institutional discrimination and implicit bias exist and 'Our commitment to diversity requires that we strive to eliminate those barriers to equity and that we act deliberately to create a safe and inclusive environment where individual and group differences are valued and leveraged for our growth and understanding as an educational community'"
- **Board of the California Community Colleges Classified Senate (4CS)** approved the adoption of the 4CS Board Statement and Resolution in Support of Our Black Community
- **Student Senate for California Community Colleges** - Anti-racism: A Student Plan of Action
  - "We encourage all students, faculty, administrators, and community members to join us as we create change in the California community college system in the pursuit of student success and racial equity."
- **CCL's Commitment to Equity and Diversity**
  - "We want to support you in intentionally assessing, reflecting, and strategizing about your library's contribution to breaking down systemic barriers, eradicating institutional racism, and promoting social justice."
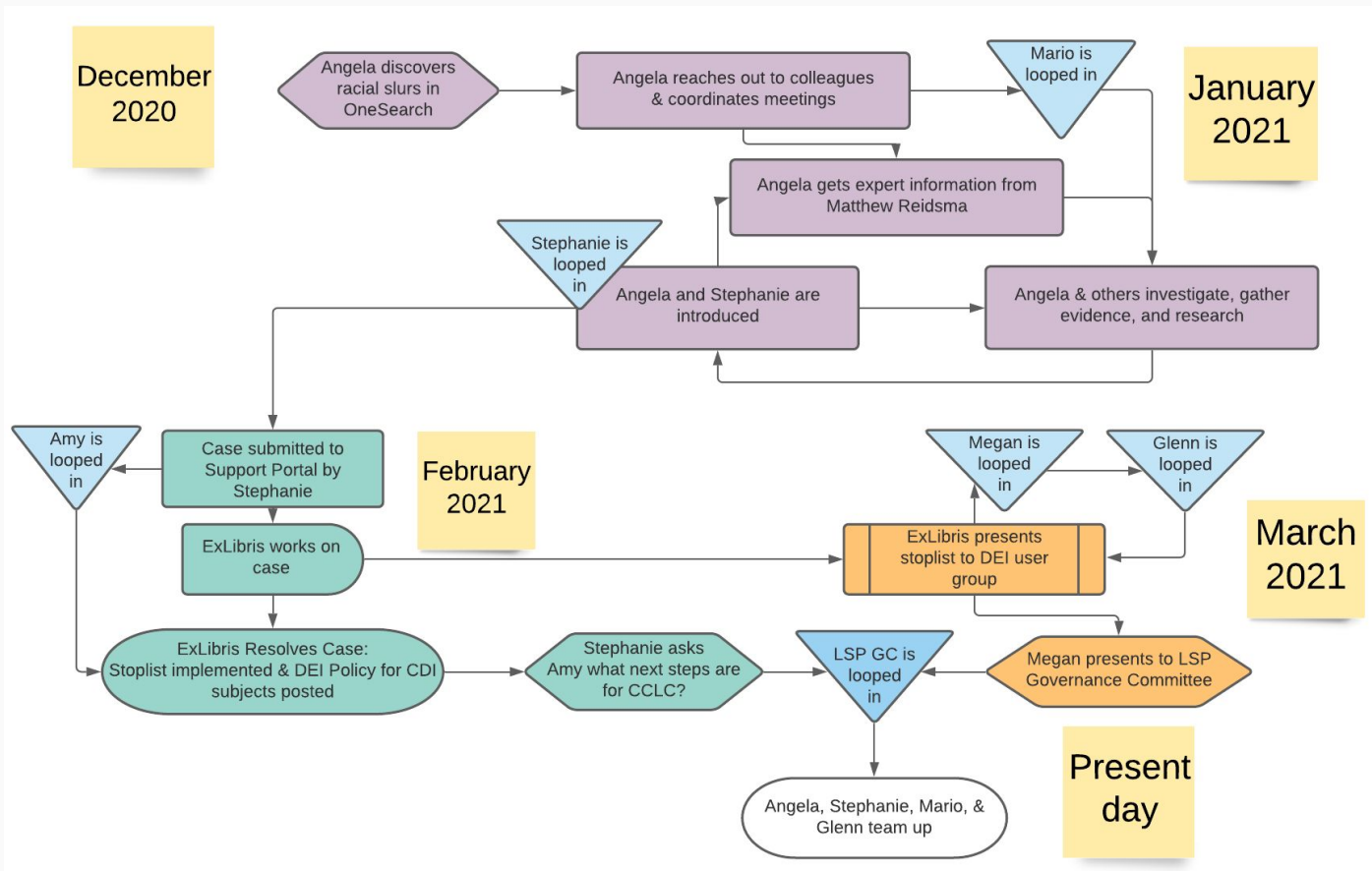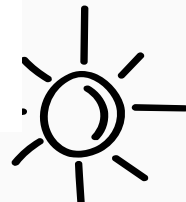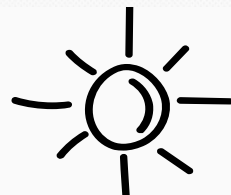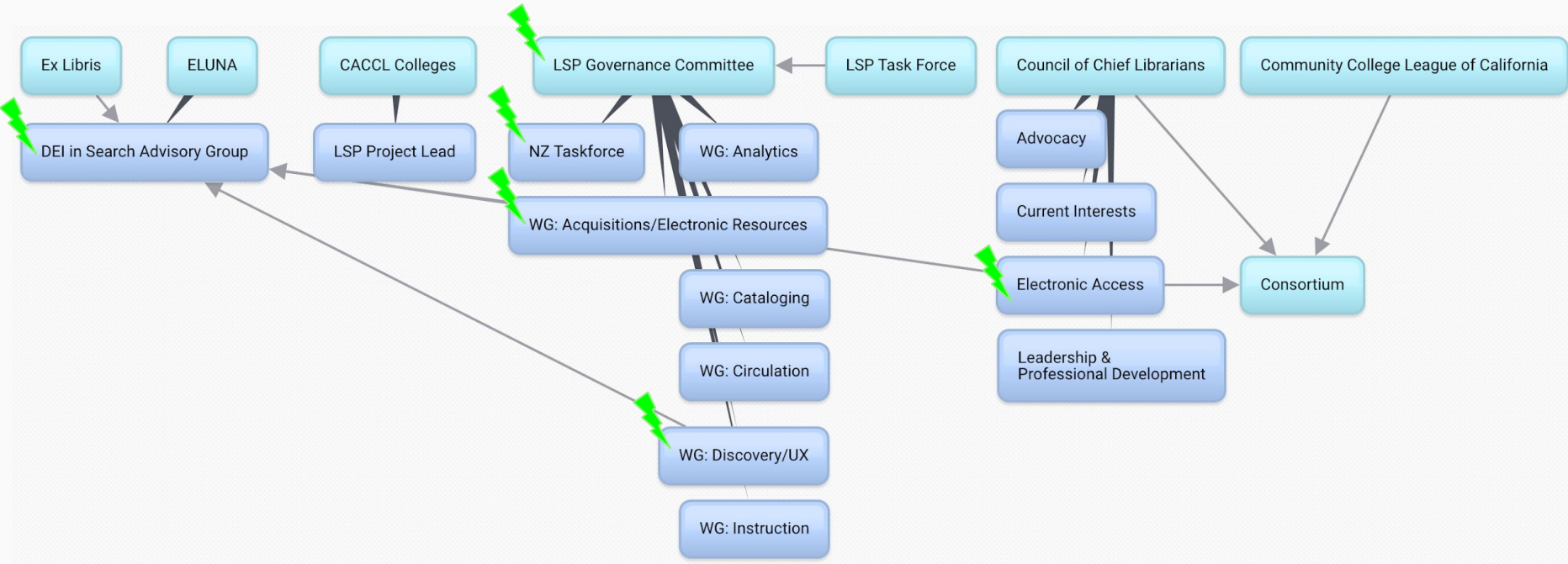
Not All Who Wander Are Lost

One Path

December 2020

Angela discovers racial slurs in OneSearch → Angela reaches out to colleagues & coordinates meetings → Mario is looped in

January 2021

Angela gets expert information from Matthew Reidsma

Stephanie is looped in

Angela and Stephanie are introduced → Angela & others investigate, gather evidence, and research

Amy is looped in ← Case submitted to Support Portal by Stephanie

February 2021

ExLibris works on case → ExLibris presents stoplist to DEI user group

Megan is looped in → Glenn is looped in

March 2021

ExLibris Resolves Case: Stoplist implemented & DEI Policy for CDI subjects posted → Stephanie asks Amy what next steps are for CCLC? → LSP GC is looped in ← Megan presents to LSP Governance Committee

Present day

Angela, Stephanie, Mario, & Glenn team up

And here we all are at a Wednesday Webinar... thanks for being here!

Visual Landscape

Ex Libris

ELUNA

CACCL Colleges

LSP Governance Committee

LSP Task Force

Council of Chief Librarians

Community College League of California

DEI in Search Advisory Group

LSP Project Lead

NZ Taskforce

WG: Analytics

WG: Acquisitions/Electronic Resources

WG: Cataloging

WG: Circulation

WG: Discovery/UX

WG: Instruction

Advocacy

Current Interests

Electronic Access

Leadership & Professional Development

Consortium

Granular Landscape

1. **Council of Chief Librarians (CCL)**
   - <u>Board</u>: Library Deans & Directors; 4 <u>Committees</u>
     - 1 Committee - <u>CCL-EAR</u>: recruitment via CCL listserv & word of mouth
2. **Library Services Platform (LSP)**
   - First managed by CCC Tech Center; now managed by CCL/CCLC
   - Governance <u>committee</u>: Admins, librarians, staff, Ex Libris
   - <u>Workgroups</u>: Librarians & Staff
     - Recruitment: CCL & LSP listserv announcements
3. **Individuals/Libraries**
   - ELUNA
     - <u>Membership</u> (per CCL member library & another membership as consortium)
       - NERS voting
     - Search Bias Advisory Group Newly formed. CA CCs have three seats. Currently serving: Angela, Glenn, Megan.
   - LSP College Leads
     - Salesforce Tickets
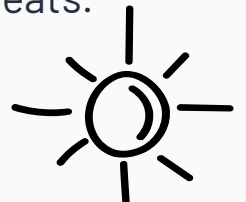
Work happening now

1. **CCL-EAR**
    - American River College librarians contact SAGE about bias in CQ reports; copy CCL-EAR chair
    - SAGE attends March CCL-EAR meeting
    - Currently working toward implementing equity evaluative component in reviews
2. **LSP**
    - Equity agenda item in meetings
    - Discovery group – documenting issues
    - Cataloging workgroup - subject heading resolution at Governance committee
    - Wiki migrating to LibGuides this summer
3. **ELUNA**
    - Search Bias group (new metadata group forming in 2022)
4. **Individuals/Libraries**
    - Salesforce ticket reporting (such as racist author-supplied keywords in Primo results)
    - Email: Anti-Bias@exlibrisgroup.com
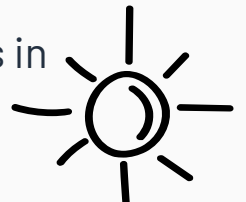
Existing Ways to Tap In

Problematic results or behavior in Primo?
- Email vendor directly (Anti-Bias@exlibrisgroup.com)
- Tap a college LSP Lead to use a Salesforce ticket to report (and cc key stakeholders)
- Email a workgroup lead
- Email the LSP listserv
- Submit a NERS or Idea Exchange enhancement request

Issue in database or specific content provider?
- Email or submit support case to vendor directly (consider copying CCL-EAR chair & Consortium Director)
  - Non CCL-EAR members are invited to attend meetings
- Email CCLibrarians listserv
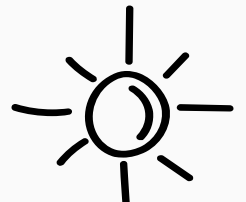
Silos and structure

Yay!

- Things are happening! Via groups, via tickets, via voting.
- Diverse set of pathways for change

Nay

- It's hard to share/unsilo the info, and for folks to stay connected (especially when it is not their "area.") Too much could lead to information overload, and yet, sharing is important.
- Problematic terms & algorithmic biases remain*
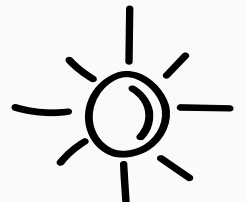- Representation matters
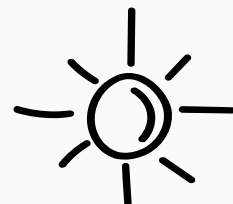
Information Gathering, Sharing, Connecting

Review the discussion on our <u>Jamboard</u>:

- http://bit.ly/CCCjam1

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Opening the Stack for questions & dialogue

- Our application of *Progressive Stacking* here prioritizes voices of Black, Indigenous, and People of Color (BIPOC).
- **When asking a question on chat, add an asterisk (*) before the word "stack" or your typed question—only if you identify as a BIPOC.**

Many important questions and ideas were raised.

Thank you for your participation!
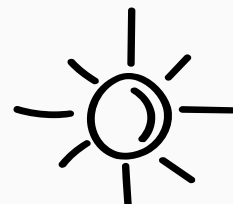
Thank you so much! If you want to get in touch….

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