

Speak Freely: Reflective, Equitable, and Inclusive Conversations for All
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NJLA 2018 Conference

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We all have our opinions.

Can we have our opinions without disparaging others?

Can we have our opinions without hurting or silencing others?

Brief survey of librarians – demographic information and comments can be found at www.nicolecooke.info (under more → NJLA 2018)

What Happens When Silence Prevails?

- The Problem of People of Color in Libraries: <https://coco-net.org/wp-content/uploads/2018/03/WoC-in-Organizations-Tool-FINAL-EN.pdf>
- <https://www.insidehighered.com/views/2017/03/30/colleges-need-language-shift-not-one-you-think-essay>

Speaking Freely in Libraries: How Do We Do It?

Disrupt the Status Quo

- Diversity as “Happy talk”
- Diversity as Commodification
- Diversity as Image Management
- Papered Diversity
- Institutional Passing

Ahmed, S. (2012). *On being included: Racism and diversity in institutional life*. Duke University Press.

Consider Intersectionality

If we aren’t intersectional, some of us, the most vulnerable, are going to fall through the cracks. Kimberlé Williams Crenshaw

Become Culturally Competent

- Cooke, N. A. (2016). *Information services to diverse populations: Developing culturally competent library professionals*. ABC-CLIO.

Work Towards Cultural Humility

- Tervalon, M., & Murray-Garcia, J. (1998). Cultural humility versus cultural competence: A critical distinction in defining physician training outcomes in multicultural education. *Journal of Health Care for the Poor and Underserved, 9*(2), 117-125.

Do More Than Welcome or Tolerate

- To be welcomed is to be positioned as the one who is not at home. Conditional hospitality is when you are welcomed on the condition that you give something back in return... People of color in white organizations are treated as guests, temporary residents in someone else's home. (p.43)

Ahmed, S. (2012). *On being included: Racism and diversity in institutional life*. Duke University Press.

Facilitate Hard Conversations

Sue, D. W. (2016). *Race talk and the conspiracy of silence: Understanding and facilitating difficult dialogues on race*. John Wiley & Sons.

Do Better Than Tolerance

- Patterson, K. (2002). *Crucial conversations: Tools for talking when stakes are high*. McGraw-Hill Education.
- Diversity Counts: American Library Association
<http://www.ala.org/offices/diversity/diversitycounts/divcounts>
- Sensoy, O., & DiAngelo, R. (2017). *Is everyone really equal? An introduction to key concepts in social justice education*. Teachers College Press.
- Schlesselman-Tarango, G. (2016). The Legacy of Lady Bountiful: White Women in the Library. *Library Trends, 64*(4), 667-686.
- Banaji, M. R., & Greenwald, A. G. (2016). *Blindspot: Hidden biases of good people*. Bantam.
- Honma, T. (2005). Trippin' over the color line: The invisibility of race in library and information studies. *InterActions: UCLA Journal of Education and Information Studies, 1*(2).
- Sweeney, M. & Cooke, N. A. (2018). You're so sensitive. *The Library Quarterly, 88*(3). (forthcoming)
- Josey, E. J., & Abdullahi, I. (2002). Why diversity in American libraries. *Library Management, 23*(1/2), 10-16.
- Vinopal, J. (2016). The quest for diversity in library staffing: from awareness to action. *In the Library with the Lead Pipe, 13*.
<http://www.inthelibrarywiththeleadpipe.org/2016/quest-for-diversity/>
- Steele, C. M. (2011). *Whistling Vivaldi: How stereotypes affect us and what we can do*. WW Norton & Company.

Are You / Your Organization Ready for Real Talk?

<https://fakeequity.com/2016/08/26/no-more-cultural-competence-trainings-and-other-thoughts-about-power/>

1. Are you ready to talk about race (hard topics) explicitly?
2. Are you ready to be uncomfortable?
3. Are you willing to defer your comfort, privilege, and/or advantage, so those from marginalized groups can participate / feel comfortable?
4. Are you ready to slow down, change course, and try something new?