

# **SOCIAL JUSTICE ROLES FOR LIBRARIES & LIBRARIANS**

**BRIDGING THE DIVIDE  
WHILE SPEAKING TRUTH  
TO POWER**

**BRIDGING THE DIVIDE  
BY SPEAKING TRUTH TO  
POWER**

[librarian.net/talks/tpl17](http://librarian.net/talks/tpl17)

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**JESSAMYN WEST**





- 1. History**
- 2. Theory  
& Ideas**
- 3. Actions**





1. History
2. Theory  
& Ideas
3. Actions



# 1. History





# 1. History



**Brian Chesky** ✓

@bchesky

 Follow

Airbnb is providing free housing to refugees and anyone not allowed in the US. Stayed tuned for more, contact me if urgent need for housing

8:35 PM - 28 Jan 2017



88,583



141,878



# WANTED: UNREASONABLE LIBRARIANS

**SRRT Newsletter #1  
May 1969**





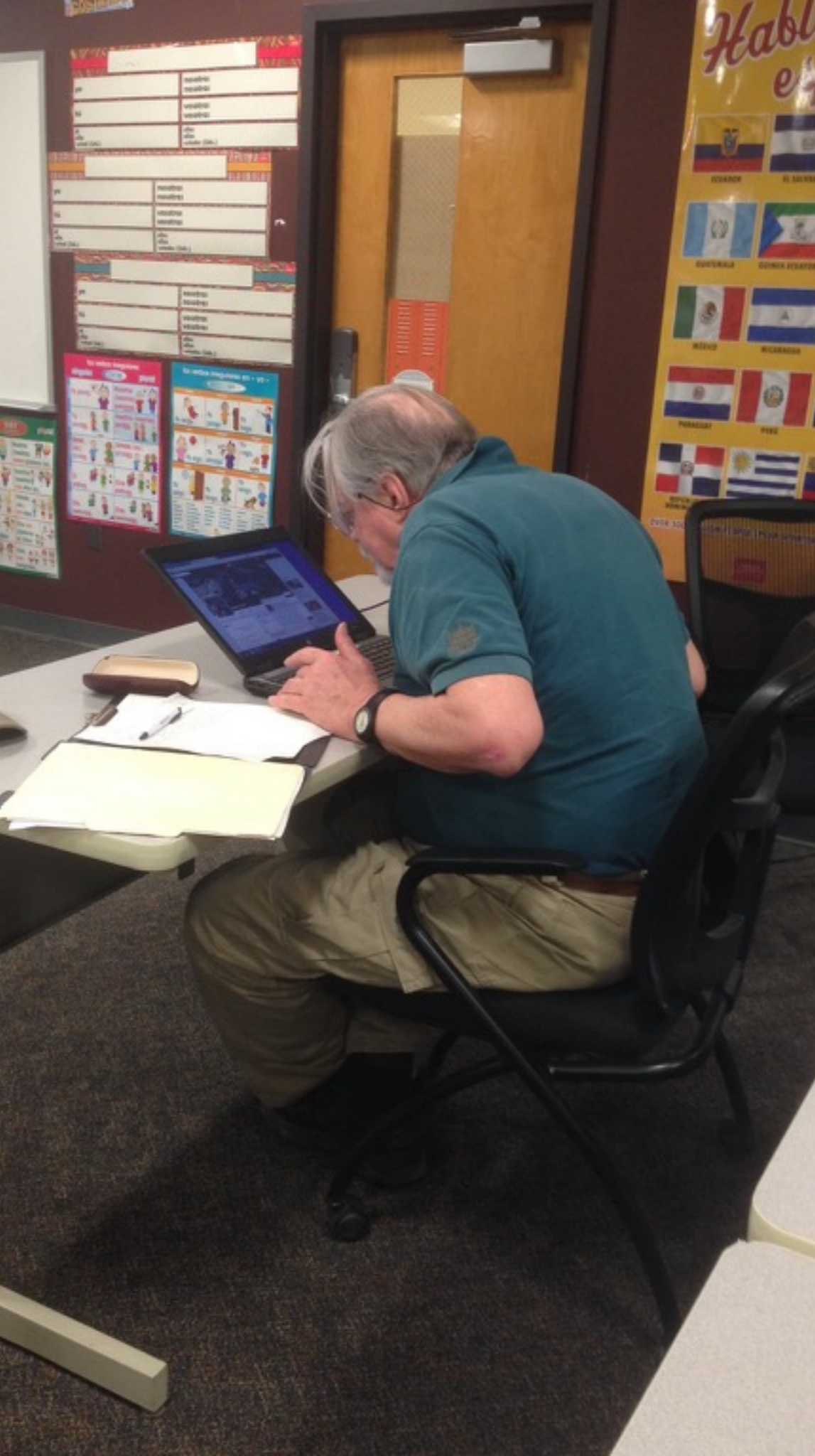
VERMONT  
1791

FREEDOM  
AND  
UNITY

TJF

2001  
E PLURIBUS UNUM





I WORK WITH THE  
DIGITALLY DIVIDED

MEET ED

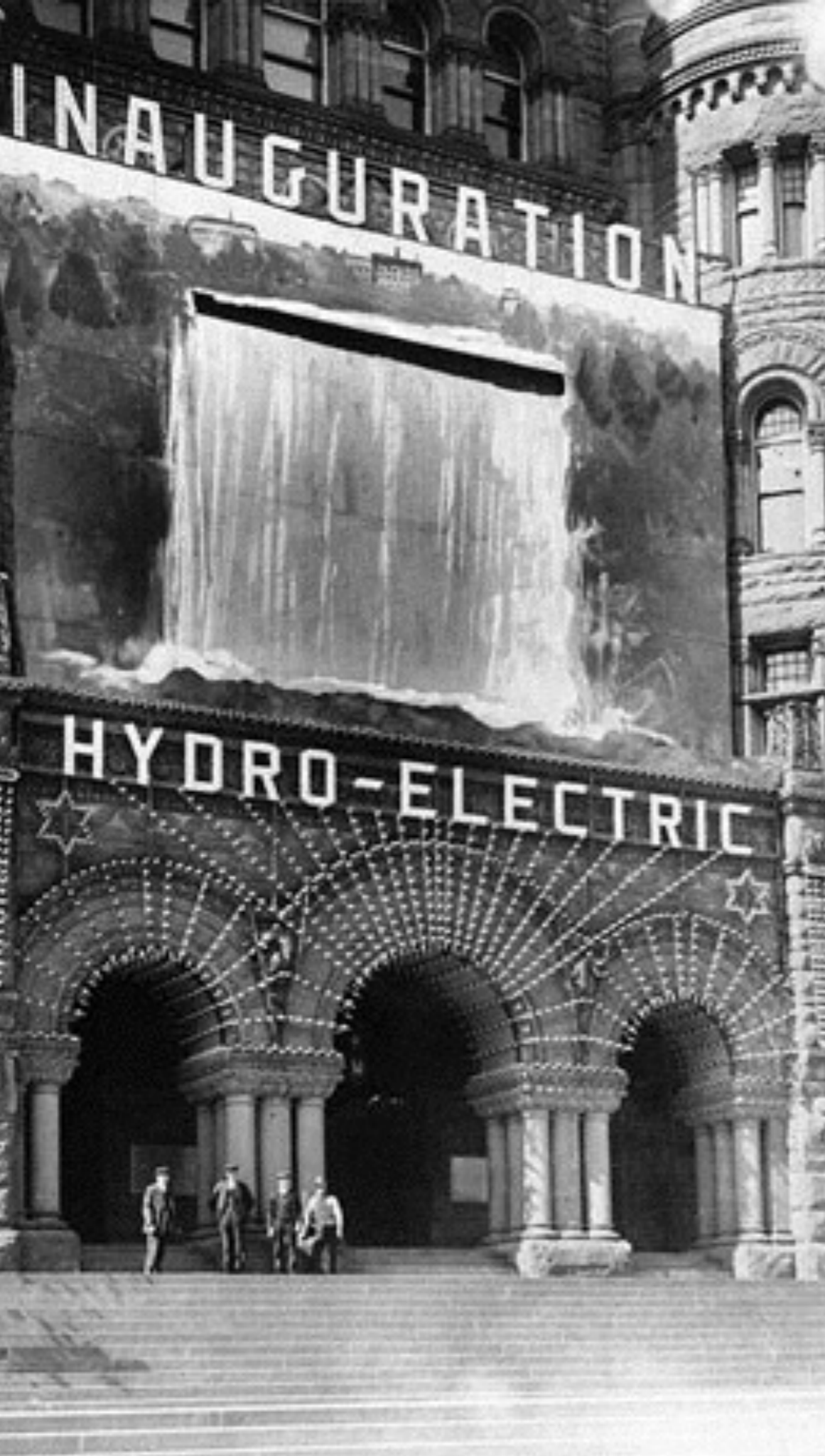




**85% OF AMERICANS  
HAVE BROADBAND  
AT HOME**

**(mobile included)**





**96% OF CANADIANS  
COULD HAVE  
BROADBAND**

**86% of them do**





*Ed doesn't just need to understand technology, or technology's role in his world, he needs to understand technology's role in **THE** world*



*...from someone not trying  
to **sell** him something.*



**IN THE BANKING APPROACH,  
STUDENTS ARE "EMPTY" UNTIL  
DEPOSITS ARE MADE BY THE TEACHER**

**Paulo Freire**

## **2. Theory & Ideas**

**THIS STIMULATES OPPRESSIVE  
ATTITUDES & PRACTICES EXISTING IN  
SOCIETY & INCREASES INEQUALITY**

**Paulo Freire**



**"Be aware of  
ourselves as  
practitioners and as  
human beings.....  
to teach in a non-  
threatening, anti-  
discriminatory way."**

**bell hooks**





# PRAXIS





# PRAXIS

*#critlib*





are women |evil



are women **evil**  
are women **stronger than men**  
are women **equal to men**

About 80,000,000 results (0.53 seconds)

Every **woman** has some degree of prostitute in her. Every **woman** has a little **evil** in her. ... **Women** don't love men, they love what they can do for them. It is within reason to say **women** feel attraction, but they cannot love men. 25 Jun 2015

[Are women evil - Shedding of the Ego](http://sheddingoftheego.com/2015/06/25/are-women-evil/)  
[sheddingoftheego.com/2015/06/25/are-women-evil/](http://sheddingoftheego.com/2015/06/25/are-women-evil/)

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[Are women evil - Shedding of the Ego](http://sheddingoftheego.com/2015/06/25/are-women-evil/)  
[sheddingoftheego.com/2015/06/25/are-women-evil/](http://sheddingoftheego.com/2015/06/25/are-women-evil/) ▼

25 Jun 2015 - Every **woman** has some degree of prostitute in her. Every **woman** has a little **evil** in her. ... **Women** don't love men, they love what they can do for them. It is within reason to say **women** feel attraction, but they cannot love men.

[I will explain how ALL women are evil - Bodybuilding.com Forums](http://forum.bodybuilding.com)  
[forum.bodybuilding.com](http://forum.bodybuilding.com) › [More General Categories](#) › [Misc.](#) ▼

4 Oct 2013 - 30 posts - 21 authors

In that they're only there until somebody comes and takes them from you or for as long as you have the resources to keep them. A woman ...

[Why are women so evil? im done with it? - Dating](http://www.datehookup.com/thread-1390705.htm)  
[www.datehookup.com/thread-1390705.htm](http://www.datehookup.com/thread-1390705.htm) ▼

16 Dec 2014 - 60 posts - 10 authors

I have discovered something that has been known for centuries, **women** are **evil** creatures at the core. Does that sound strange coming from me ...

# Google

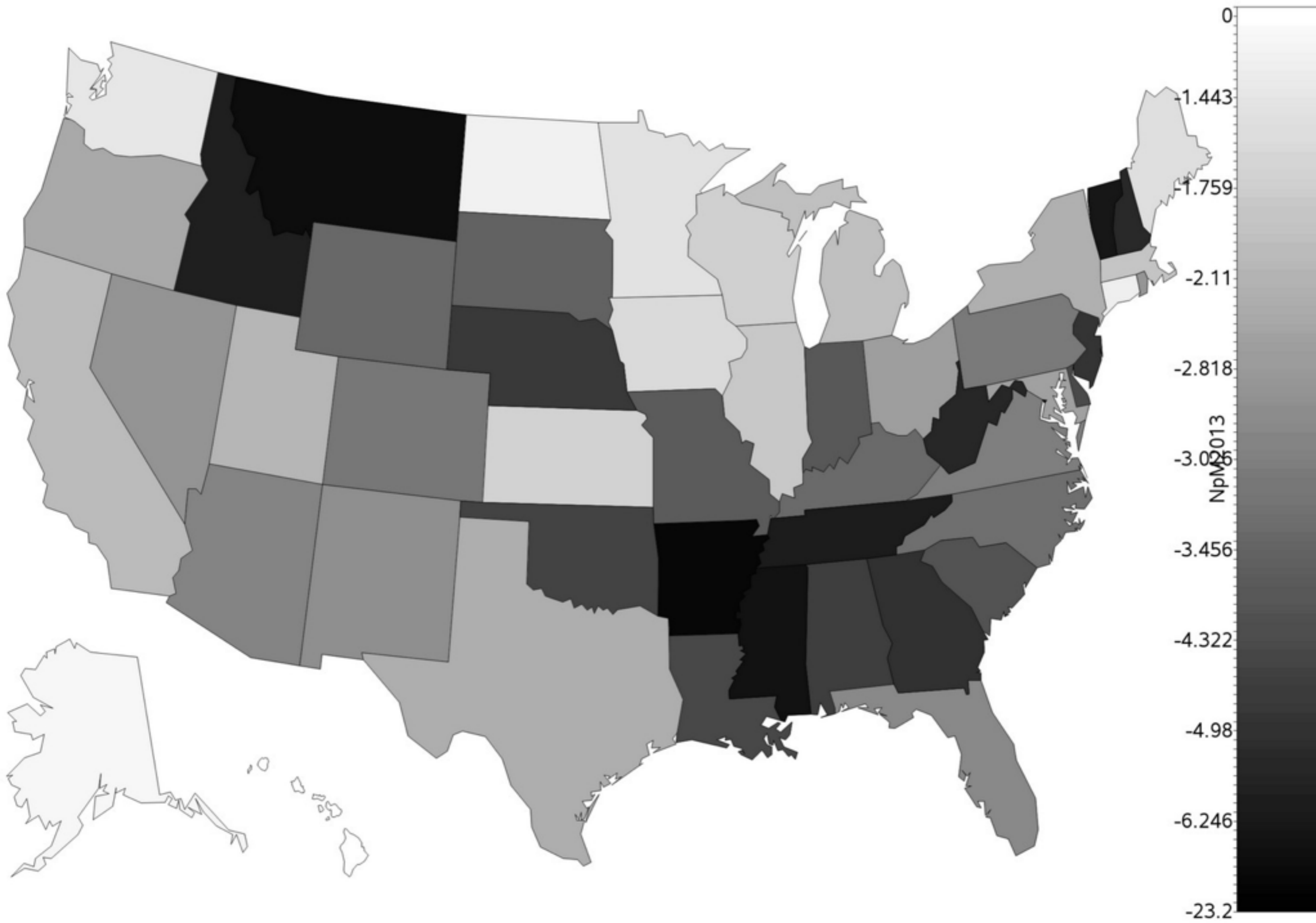
are women|

are women **stronger than men**

Google Search

I'm Feeling Lucky

Number of Hate Groups (as <0) per Million People, by State



Number of Hate Groups (as <0) per Million People, by State





Say I were to walk into a library and ask for information on black on white crime.



▶ ▶ | 🔊 2:30 / 5:42

CC ⚙️ 📺 🗉



Well, there wouldn't be a whole section filled with white supremacists books that a librarian



▶ ▶ 🔊 2:34 / 5:42

CC HD □ 🗨



would point me to. Instead, a librarian would probably lead me to the FBI's crime statistics.







**WE LEARN TOGETHER**





**UNLEARNING  
LEARNING  
RELEARNING  
REFLECTION  
EVALUATION**



**THEORY**  
**APPLICATION**  
**REFLECTION**  
**EVALUATION**  
**THEORY**





**THEORY**  
**APPLICATION**  
**REFLECTION**  
**EVALUATION**  
**THEORY**















**FOREVER**



# 3. Actions



SOCIAL JUSTICE?

**INCLUSION,  
DIVERSITY, RESPECT**

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**Do I belong?**

**your potential library patron**



---

**Is there going to  
be trouble there?**

**your library patron**



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WE DON'T  
CARE

ITERATIVE

**IN PUBLIC**

**(IF POSSIBLE)**





**ALL GENDER  
RESTROOM**



ITERATIVE

**IN PUBLIC**

**(IF POSSIBLE)**



ITERATIVE

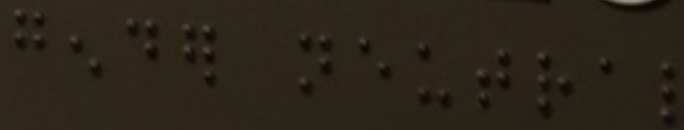
**IN PUBLIC**

**(IF POSSIBLE)**





GENDER NEUTRAL







# Everyone is Different. So, What is Normal?



**Jill 5'7"**  
128 lbs. 16 years

For as long as I can remember, I've been into martial arts, running and basketball. Yogurt for a snack gives me energy to keep going. My favorite foods are pasta and stir-fry.

**Taylor 5'8"**  
172 lbs. 16 years

Look for me in the weight room, on the football field, or wakeboarding. I like to cook for my friends or with my dad. I'll eat just about any type of food, as long as it tastes good.

**Timira 5'3"**  
139 lbs. 15 years

I don't like to exercise, but I love dancing and playing games outside with my friends. I also enjoy singing, writing, and art projects. For food, my picks are salads, fruits, crackers and lowfat milk.

**Tyler 5'0"**  
97 lbs. 13 years

I play lots of soccer and run track. Reading and playing the trumpet are other things I like to do for fun. I eat all the time! Cheeseburgers and spaghetti are my favorites.

**Jose 5'6"**  
125 lbs. 15 years

Soccer is my game! I also play basketball, ride my bike and hang out with friends when I'm not watching my little brother. My favorite foods? My mom's tamales are the best.

**Kaley 6'1"**  
190 lbs. 17 years

I play the saxophone, and like watching movies. For fun, it's basketball and bike riding. I like fresh vegetables and Asian foods, but I love chocolate ice cream!

**Tanner 5'3"**  
134 lbs. 13 years

Bike riding and walking to my friends houses keep me moving most of the time. My favorite thing to do? Play video games! Chips and salsa are at the top of my favorite foods list.



The Canadian Library Association believes that a diverse and pluralistic society is central to our country's identity. Libraries have a responsibility to contribute to a culture that recognizes diversity and fosters social inclusion.

Libraries strive to deliver inclusive service. Canada's libraries recognize and energetically affirm the dignity of those they serve, regardless of heritage, education, beliefs, race, religion, gender, age, sexual orientation, gender identity, physical or mental capabilities, or income.

Libraries understand that an acceptance of differences can place individual and collective values in conflict. Libraries are committed to tolerance and understanding. Libraries act to ensure that people can enjoy services free from any attempt by others to impose values, customs or beliefs.

See also: [CLA Statement on Intellectual Freedom](#)



5. It is recognized that Canadian public libraries have a special role to play in the provision of multicultural services to the residents of their communities. They have a unique role to play in not only meeting the needs of a diverse Canadian people, but also in promoting cross-cultural understanding in the interest of a harmonious and integrated society.

6. Libraries must not only be free of physical barriers, they must provide a welcoming environment: attractive listening and special-equipment areas, staff trained to be sensitive to patrons' needs, and access to the library's full range of services.

3. Library goals must state that all facilities and services shall be accessible to everyone. Where physical or other barriers exist, planning strategies must identify the steps required to remove them.

## HELP ORGANIZATIONS WHO HELP – SOME U.S. EXAMPLES

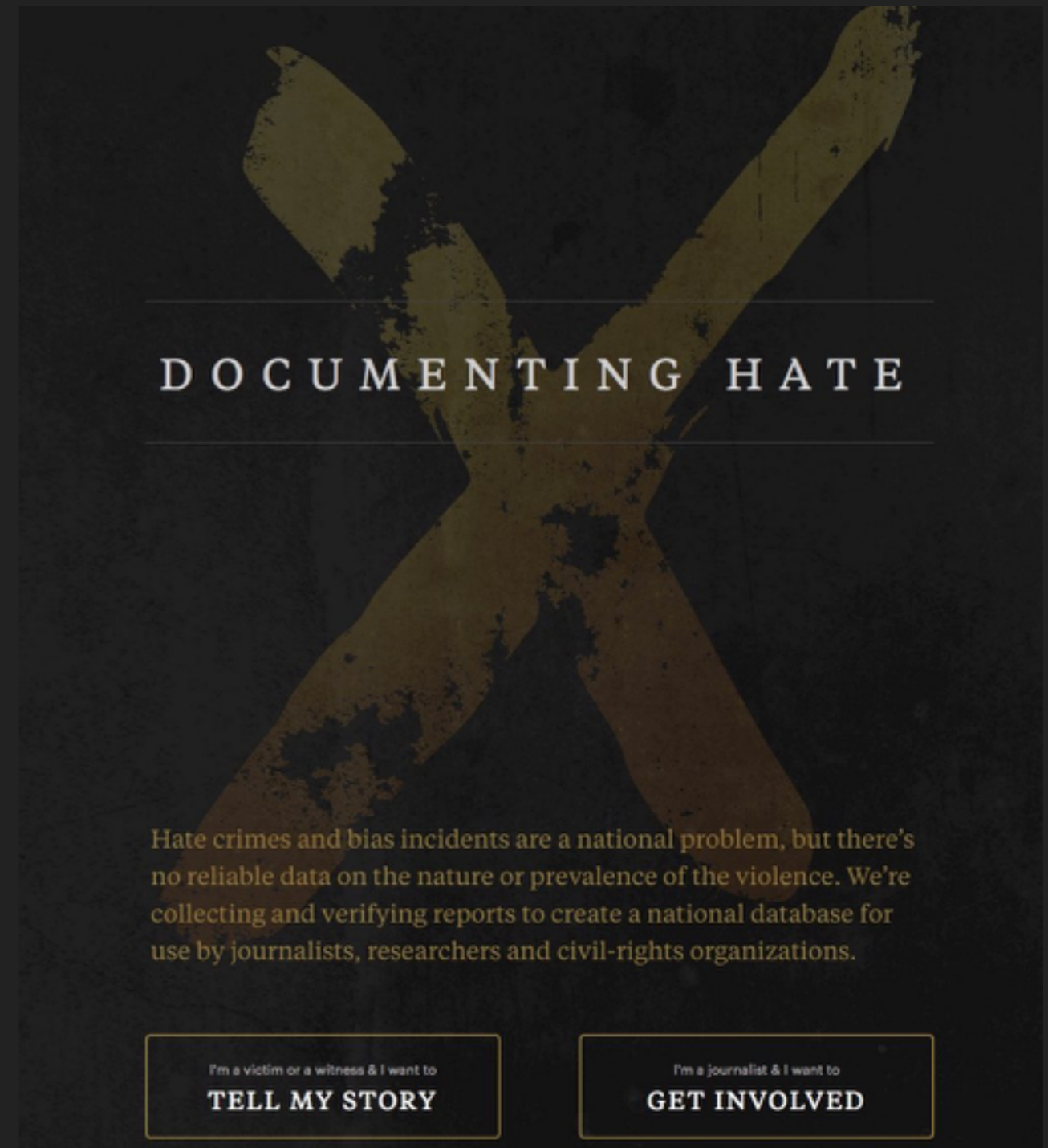
### ▶ Report hate (SPLC)





# HELP ORGANIZATIONS WHO HELP – SOME U.S. EXAMPLES

- ▶ Report hate (SPLC)
- ▶ Help people talk about hate crimes (ProPublica)



## HELP ORGANIZATIONS WHO HELP – SOME U.S. EXAMPLES

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- ▶ Report censorship (ALA)





## HELP ORGANIZATIONS WHO HELP - SOME U.S. EXAMPLES

- ▶ Report hate (SPLC)
- ▶ Help people talk about hate crimes (ProPublica)
- ▶ Report censorship (ALA)
- ▶ Report police misconduct (CATO)

## EFFECTIVELY REPRESENT THE WORLD, AND YOUR DREAM WORLD

- ▶ Create, support, and maintain a diverse and inclusive workforce.







# EFFECTIVELY REPRESENT THE WORLD, AND YOUR DREAM WORLD

- ▶ Create, support, and maintain a diverse and inclusive workforce.
- ▶ Understand when you are coming from a position of power and use that power graciously & for good.







# EFFECTIVELY REPRESENT THE WORLD, AND YOUR DREAM WORLD

- ▶ Create, support, and maintain a diverse and inclusive workforce.
- ▶ Understand when you are coming from a position of power and use that power graciously & for good.
- ▶ If you have privilege, don't waste it.



## USE YOUR POWER TO AMPLIFY VOICES THAT NEED AMPLIFYING

- ▶ Report hate, block harassment
- ▶ Pay attention to who you follow
- ▶ Retweet strategically
- ▶ Give appropriate credit
- ▶ Help others do the same



**Brian Stelter** ✓

@brianstelter

Following



FYI, CNN made a conscious choice not to show the @PressSec statement live. The decision was to monitor the statement & then report on it.

RETWEETS

1,311

LIKES

3,489



5:59 PM - 21 Jan 2017

↩ 571

↻ 1.3K

★ 3.5K



# THE WORDS WE USE MATTER

## ► Beware of unconscious biases

### Skin-tone IAT

*Skin-tone* ('Light Skin - Dark Skin' IAT). This IAT requires the ability to recognize light and dark-skinned faces. It often reveals an automatic preference for light-skin relative to dark-skin.

### Gender-Science IAT

*Gender - Science*. This IAT often reveals a relative link between liberal arts and females and between science and males.

### Sexuality IAT

*Sexuality* ('Gay - Straight' IAT). This IAT requires the ability to distinguish words and symbols representing gay and straight people. It often reveals an automatic preference for straight relative to gay people.

### Presidents IAT

*Presidents* ('Presidential Popularity' IAT). This IAT requires the ability to recognize photos of Barack Obama and one or more previous presidents.

### Native IAT

*Native American* ('Native - White American' IAT). This IAT requires the ability to recognize White and Native American faces in either classic or modern dress, and the names of places that are either American or Foreign in origin.

### Weight IAT

*Weight* ('Fat - Thin' IAT). This IAT requires the ability to distinguish faces of people who are obese and people who are thin. It often reveals an automatic preference for thin people relative to fat people.

## THE WORDS WE USE MATTER

- ▶ Beware of unconscious biases
- ▶ Understand microaggressions





# THE WORDS WE USE MATTER

- ▶ Beware of unconscious biases
- ▶ Understand microaggressions
- ▶ Stay up-to-date on terminology



The graphic features a portrait of Sarah M. Vitorino on the left, wearing glasses and a striped shirt. To the right, the text reads: 'Q+A SERIES' in an orange box, 'CONSCIOUS LANGUAGE AT WORK' in large black letters, and 'with Sarah M. Vitorino, LGBT Competency Trainer' in smaller text. Below the portrait, the text reads: 'Sarah M. Vitorino, LGBT Competency Trainer | Q&A'. At the bottom, a quote states: 'When language consistently makes room for the diversity of experiences possible, it can be incredibly empowering and humanizing.'

# THE WORDS WE USE MATTER

- ▶ Beware of unconscious biases
- ▶ Understand microaggressions
- ▶ Stay up-to-date on terminology
- ▶ Know that you will make mistakes
- ▶ Help others do the same



## TACTICS: USE YOUR LIBRARIAN SUPERPOWERS

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# CREATE RESOURCES AND SURFACE HIDDEN INFORMATION

- ▶ Collate and annotate



**LEMONADE**





Decker Library  
Twitter Chat

**BEYONCÉ'S  
LEMONADE  
AND INFORMATION RESOURCES**

**RESEARCH GUIDE & LIS INSTRUCTION TWITTER CHAT  
WEDNESDAY JUNE 8, 2016, 2PM EST  
@DECKERLIBRARY #LIBEYRIANSHIP**

## CREATE RESOURCES AND SURFACE HIDDEN INFORMATION

- ▶ Collate and annotate.
- ▶ Create resources and give them away.





**POWER  
GIRL**

# CREATE RESOURCES AND SURFACE HIDDEN INFORMATION

- ▶ Collate and annotate.
- ▶ Create resources and give them away.
- ▶ Create partnerships with other communities (online and offline) to strengthen each other.





**#1Lib1Ref**

1lib1ref.org  
@wikilibrary

# Wikipedia #1lib1ref

January 15 through February 3, 2017

*Imagine a World where Every Librarian  
Added One More Reference to Wikipedia*

The **Wikipedia Library** is hosting the #1Lib1Ref campaign. The object is to get every librarian to add one reference or citation to a Wikipedia article.



**jessamyn west** ✓

@jessamyn

Who was this black woman working  
@librarycongress in the 40s? Jewell Mazique!  
No Wikipedia article, so I wrote one.  
[en.wikipedia.org/wiki/Jewell\\_Ma...](https://en.wikipedia.org/wiki/Jewell_Ma...)





# Jewell Mazique

From Wikipedia, the free encyclopedia  
(Redirected from [Jewel Mazique](#))

**Jewell R. Mazique** (d. September 18, 2007) was an activist who helped found the Capital Transit campaign with [United Federal Workers](#) to integrate Washington D.C.'s bus operators.<sup>[1] [2]</sup> Mazique wrote extensively for [The Washington Afro-American](#) newspaper on topics such as the [United Nations](#) position on African Nations, and how black children were being educated in DC schools.<sup>[3]:99</sup> She served on the National Council for the [Southern Negro Youth Congress](#) in 1945, a group claimed to be a Communist front organization.<sup>[4]</sup>

She was the subject of a U.S. Government [Office Of War Information](#) documentary photo series in 1942 while she was a clerk at the [Library of Congress](#).<sup>[5]</sup> The photos, taken by John Collier, were supposedly depicting a day in the life of a typical black Washingtonian but critics argued the photos were "less picturesque and less a credit to freedom's national seat" than a typical day of an average black woman in Washington D.C.<sup>[6]</sup>

**Jewell Mazique**



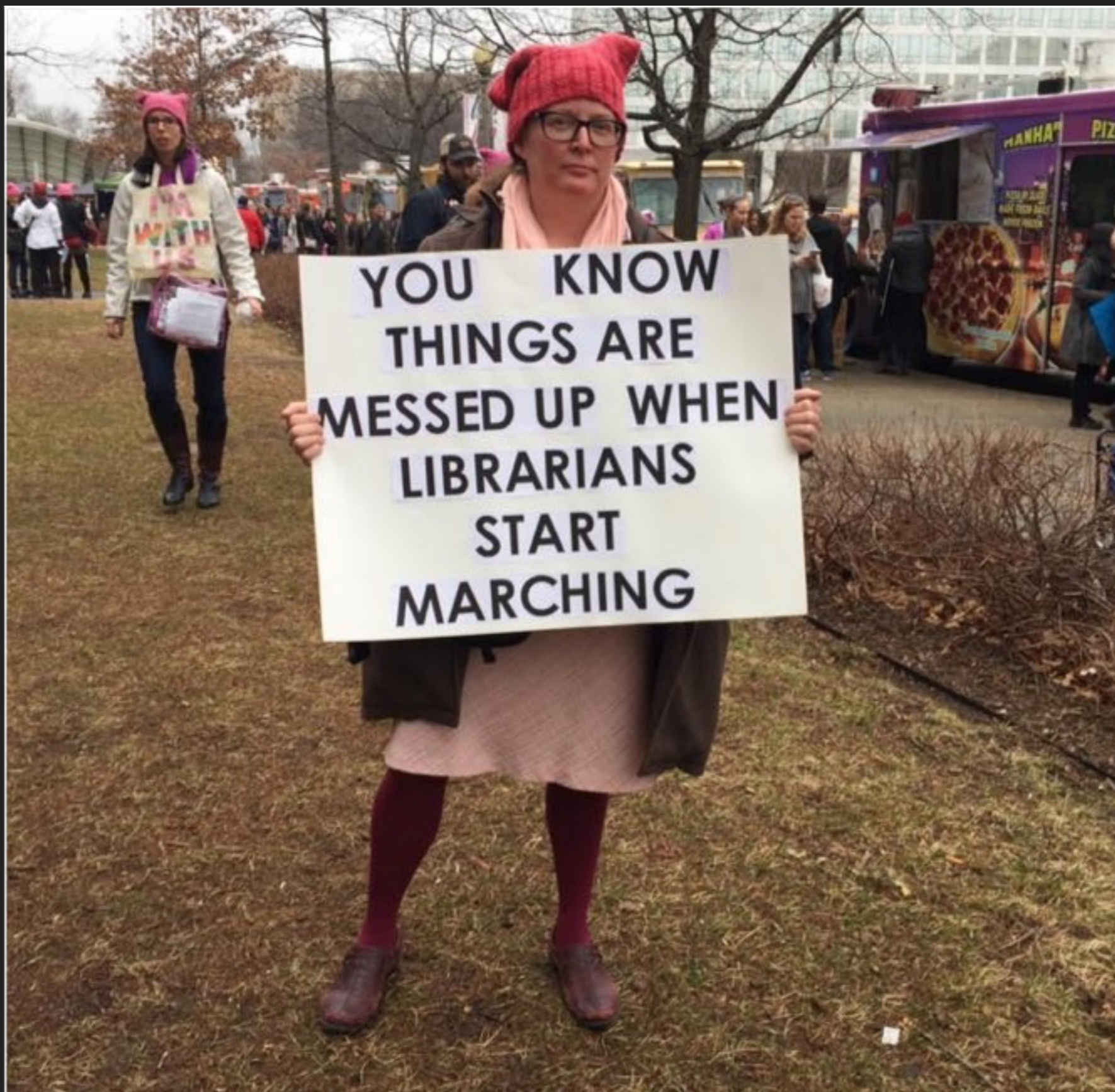
Jewell Mazique waiting for a streetcar on her way home from work.

<b>Born</b>	Jewell Crawford
<b>Died</b>	September 18, 2007 Washington D.C.



### CREATE RESOURCES AND SURFACE HIDDEN INFORMATION

- ▶ Collate and annotate.
- ▶ Create resources and give them away.
- ▶ Create partnerships with other communities (online and offline) to strengthen each other.
- ▶ Don't forget to mention: **librarians did this**



2017



**BECAUSE THE  
EXPERT IN THE  
LIBRARY IS YOU.**

**BECAUSE  
LIBRARIANS  
KNOW  
INFORMATION IS  
THE BEST  
MEDICINE FOR  
HEALTHCARE  
QUESTIONS.**

**BECAUSE THE BEST  
SEARCH ENGINE  
IN THE LIBRARY IS  
THE LIBRARIAN.**

**BECAUSE  
LIBRARIANS GET  
AN A+ FOR  
ENSURING KIDS  
EXCEL IN  
READING.**

**BECAUSE FAKE  
NEWS CAN HAVE  
REAL-WORLD  
CONSEQUENCES.**

**BECAUSE A  
LIBRARY CARD IS  
THE MOST  
IMPORTANT  
SCHOOL SUPPLY  
OF ALL.**





**LEARNING IS A  
PLACE WHERE  
PARADISE CAN BE  
CREATED.**





**THE LIBRARY IS  
THE CLASSROOM  
WHERE WE  
LEARN TO BE  
HUMAN.**



A grand, multi-story library atrium with ornate columns and balconies filled with books. The architecture is classical, featuring high ceilings with skylights and intricate ironwork on the balconies. The space is filled with rows of bookshelves on every level, creating a sense of depth and grandeur.

**HUMAN  
CITIZENS  
PARENTS  
NEIGHBORS  
COWORKERS  
FRIENDS  
PEOPLE**



*Thank you!*

[librarian.net/talks/tpl17](http://librarian.net/talks/tpl17)

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**JESSAMYN WEST**