

6-25-2022

## Chipping at the Ivory Tower: Creating an Anti-Racism Assessment Working Group to Address Institutional Racism

Adriana Poo  
*San Jose State University*, [adriana.poo@sjsu.edu](mailto:adriana.poo@sjsu.edu)

Neil Ordinario  
*San Jose State University*, [neil.ordinario@sjsu.edu](mailto:neil.ordinario@sjsu.edu)

Sharon Thompson  
*San Jose State University*, [sharon.thompson@sjsu.edu](mailto:sharon.thompson@sjsu.edu)

Follow this and additional works at: [https://scholarworks.sjsu.edu/faculty\\_rsca](https://scholarworks.sjsu.edu/faculty_rsca)

---

### Recommended Citation

Adriana Poo, Neil Ordinario, and Sharon Thompson. "Chipping at the Ivory Tower: Creating an Anti-Racism Assessment Working Group to Address Institutional Racism" *2022 ALA Annual Conference & Exhibition* (2022).

This Presentation is brought to you for free and open access by SJSU ScholarWorks. It has been accepted for inclusion in Faculty Research, Scholarly, and Creative Activity by an authorized administrator of SJSU ScholarWorks. For more information, please contact [scholarworks@sjsu.edu](mailto:scholarworks@sjsu.edu).

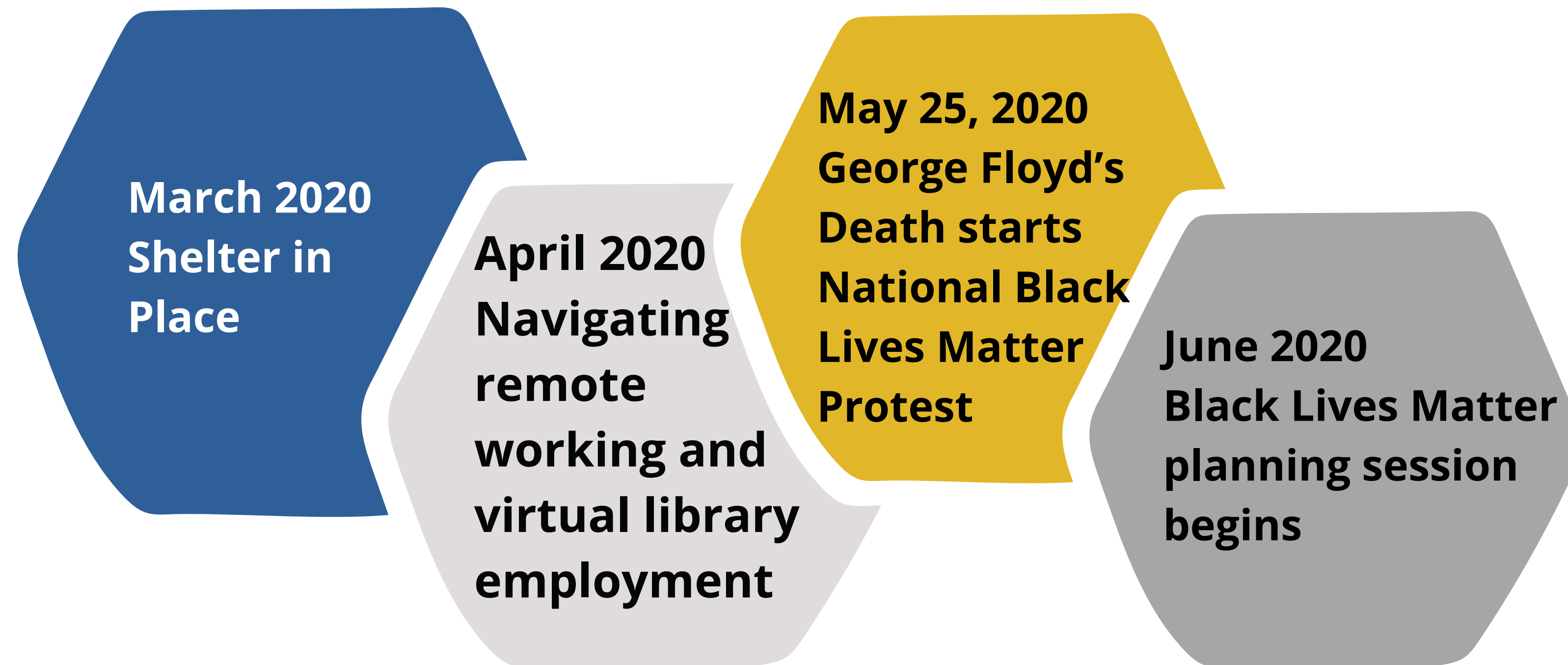
# Chipping at the Ivory Tower: Creating an Anti-Racism Assessment

## Working Group to Address Institutional Racism



Adriana Poo | Academic Liaison Librarian | San Jose State University | adriana.poo@sjsu.edu  
 Neil Ordinario | Library Technology Coordinator | San Jose State University | neil.ordinario@sjsu.edu  
 Sharon Thompson | Student Technology Trainer Coordinator | San Jose State University | sharon.thompson@sjsu.edu

### How we Got Here?



### Anti-Racism Assessment Working Group (ARAWG) Charge:

Monitor progress on Anti-Racism Action Plan action items. The action plan was defined in May 2021.



June 2021 - June 2022  
26 meetings

6 Additional sub-committee meetings

### Membership:

Employees from diverse departments and classifications participated. This included staff from IT, marketing, dean's office, technical services, as well as tenured, tenure track, and adjunct librarians.

### Action Items Included the assessment of the following:

- **Policy**
  - Budget
  - Leadership
  - Library Security
- **Retention & Recruitment**
  - Retention
  - Recruitment
  - Student Assistant Retention & Recruitment.

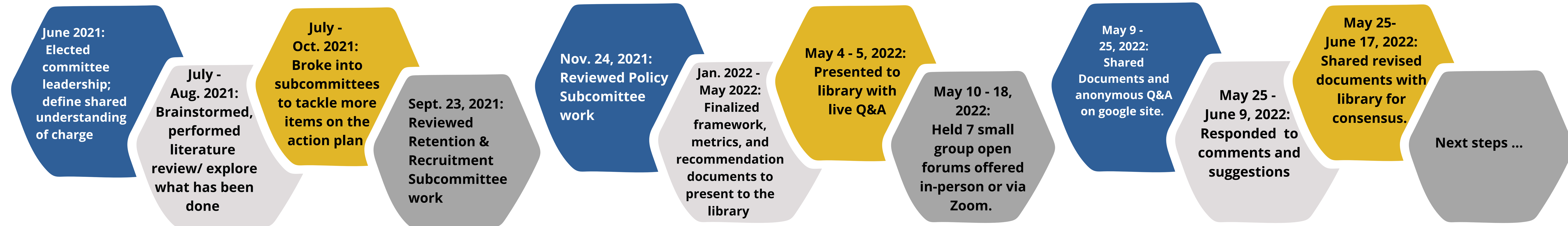
### Lessons Learned:

- Ice Breakers promoted community development and trust among working members.
- Define shared understanding of mission, charge, and process.
- Do not divide into subcommittees: We were able to cover more content, but it was difficult to reassemble due to the different methods and formats used.
- Don't be afraid to address racism inside yourself.

### Recommendations:

- The Consensus-Building Decision-Making structure promotes collaboration and strengthens the outcome.
- Sample document formatting and presentation templates aided in decision-making and moving the workflow forward.
- The use of technology resources (Adobe Creative Cloud Express, Google Sites, and Google Apps) aided in the improvement of productivity.
- The presence of an administrator as a non-voting but active participant aided in moving the process forward.

### Timeline:



### Next Steps:

- Consensus-Based Decision-Making: 1. I fully agree and endorse this plan! 2. I agree with this plan 3. I can live with this plan and will support it 4. I cannot live with this plan and will not support it. (Requires additional feedback)
- Move to a majority vote once consensus is at a 1-3. The Majority vote will be taken in accordance with institutional standards. The goal is to make consensus-building decision-making the new standard.
- If recommendations are approved, the working group will be transformed into a committee with yearly rotating members. The working group has recommended that the library hire an Anti-Racist and Diversity Equity Inclusion Access (DEIA) advocate, along with other responsibilities would chair the committee.