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

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Working Group to Address Institutional Racism

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How we Got Here?

March 2020
Shelter in Place

April 2020
Navigating remote working and virtual library

May 25, 2020
George Floyd's
Death starts
National Black
Lives Matter
Protest

June 2020
Black Lives Matter
planning session
begins

Anti-Racism Assessment Working Group (ARAWG) Charge:

employment

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:

June 2021:
Elected
committee
leadership;
define shared
understanding
of charge

July Aug. 2021:
Brainstormed,
performed
literature
review/ explore
what has been
done

July Oct. 2021:
Broke into
subcommittees
to tackle more
items on the
action plan

Sept. 23, 2021:
Reviewed
Retention &
Recruitment
Subcommittee

work

Nov. 24, 2021:
Reviewed Policy
Subcomittee
work

Jan. 2022 May 2022:
Finalized
framework,
metrics, and
recommendation
documents to
present to the
library

May 4 - 5, 2022:
Presented to
library with
live Q&A

May 10 - 18, 2022: Held 7 small group open forums offered in-person or via Zoom. 25, 2022:
Shared
Documents and
anonymous Q&A
on google site.

May
June 9

May 9 -

May 25 June 9, 2022:
Responded to
comments and
suggestions

May 25June 17, 2022:
Shared revised
documents with
library for
consensus.

Next steps ...

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.



