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

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

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 Subcommittee work

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

May 10 - 18, 2022:
Heled 7 small group open forums offered in-person or via Zoom.

May 25 - June 2, 2022:
Responded to comments and suggestions

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

Next steps ...