WHAT'S GOING ON?

DISMANTLING WHITENESS AND OPPRESSION THROUGH COMMUNITY-LED COLLABORATION

CECILY WALKER - LITA FORUM 2016 - @SKESKALI

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BEFORE

from hillary for america - <https://flic.kr/p/NWTjBm>

AFTER

from flickr user gage skidmore - <https://flic.kr/p/9hKqAn>

THE FUTURE OF LIBRARIES?

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TERMS OF REFERENCE

INEQUALITY

The background is a reproduction of the painting 'The Dinner' by Jean-Baptiste Debret, 1839. It depicts a multi-racial family in a domestic setting. A white woman in a yellow dress is seated at a table, serving food to a young Black child. Other family members, including a Black man and woman, are also present, some standing and some seated. The scene illustrates the social dynamics and inequalities of the time.

The ways in which socially-defined groups of persons (e.g., race, class, gender, ethnicity) are differently positioned with regard to access to social goods.

The Dinner - Jean-Baptiste Debret, 1839

DIVERSITY

The mix of individual characteristics (race, gender, social class, and ability) present in groups, organizations, or societies. (Morales, Knowles and Bourg, 2014)

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SOCIAL JUSTICE

Refers to the ability of all people to fully benefit from social and economic progress and to participate equally in democratic societies.
(Morales, Knowles and Bourg, 2014)

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WHITENESS

The socio-cultural differential of **power** and **privilege** that results from categories of race and ethnicity; a marker for privilege and power that acts to reinforce itself through hegemonic cultural practice that **excludes all who are different.**
(Hathcock, 2015)

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**OVERT
WHITE SUPREMACY
(Socially Unacceptable)**

WHY THIS MATTERS

Until we **deepen our commitment** to tackling discrimination and oppression as a professional value, all our efforts toward addressing diversity in LIS will fall short.

REFLECTIVE PRACTICE

What are our core values?

How can we use these values to dismantle oppression?

WHAT DOES THIS HAVE TO DO
WITH LIBRARY TECHNOLOGY?

EVERY PRODUCT HAS A
POSITION.

LIS DEMOGRAPHICS

UNITED STATES DEMOGRAPHIC CHANGES BY RACE

2015-2060

WHAT DOES IT MEAN TO SAY
SOMETHING MATTERS?

To be of supreme importance;
to have significance

Since 1991, the Women's Memorial March Committee has organized a march on February 14th to honour the memory of all women from the Downtown Eastside who have died due to physical, mental, emotional, and spiritual violence. Each year since 2005 the Women's Memorial March Quilt is carried by dozens of people during that march. This quilt was created by the collaboration of family members, friends, and community members over many years. Each panel honours the love, hopes, and dreams for the women who have been murdered or gone missing in the DTES. Since 2015, the Vancouver Public Library and the Women's Memorial March Committee have been working together to digitize the 120+ beautiful panels that form the Women's Memorial March Quilt. Our intention is to preserve the images of the panels in high quality photographs, and then with the families' approval display the images in this online gallery.

[View all](#)

All Women Are Loved Even the One's That Are Gone

Blue, Pink, Red, Gold, and Silver Hearts Drawn

Female Figure in Black Dress with Blue and

TIME FOR A LITTLE HONESTY

Be vulnerable.

Build connection with community.

Open up.

Own your discomfort.

Engage with your vulnerability.

Attach your *ideals* to your work.

"Vulnerability is not weakness, and the uncertainty, risk, and emotional exposure we face every day are not optional. Our only choice is a question of engagement. Our willingness to own and engage with our vulnerability determines the depth of our courage and the clarity of our purpose; the level to which we protect ourselves from being vulnerable is a measure of our fear and disconnection."

—BRENÉ BROWN

CLOSING QUESTIONS

1. What immediate and appreciable changes can you implement at your library to de-center whiteness and dismantle oppression?
2. What are some examples of changes you've made to ensure your library is an inclusive, open, and equitable place?
3. How can white librarians do the work of dismantling oppression without becoming embroiled in derailing conversations?

THANK YOU

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