Diversity and Anti-Oppression Spring 2016 Training Series

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In an effort to provide a cohesive diversity training series that will be available to all Library employees, we are creating a Diversity Training Blackboard Compass site. In addition to including ongoing Diversity topics, events, and resources, the site will have modules that Library employees can view and work through on their own pace. Our hope is that all library employees will make time each week to work through one module, as well as to discuss the conversation starters at unit meetings.

The modules this spring will center around anti-oppression work being done by Kristyn Caragher (CAS student at GSLIS). Below are three workshops she will be providing.

Anti-Oppression Training Series (by Kristyn Caragher)

The anti-oppression training series at the University Library will consist of three separate hour-long workshops, with each workshop building on the next. The Compass page will complement the workshops by providing resources, activities, and conversation starters that correspond to the concepts to be covered and discussed in each workshop. Therefore, while each workshop builds on the next, attendance to all three is **not** mandatory to participate, though it is encouraged.

If a participant misses a workshop, they are then able to utilize the Compass space to review what was covered and to complete recommended activities. In addition, because the workshops are only an hour long, the Compass space allows the participants to familiarize themselves with the key concepts/terms to be discussed before attending a workshop.

Finally, each workshop will be prefaced with workshop guidelines in order to ensure a safe and confidential space for **all** attendees.

1) **Workshop #1: Setting the Stage: What is anti-oppression training?**

    Wednesday March 16 (10:00 am) Library 106 or Thursday March 17 (2:00) Grainger Commons

    Summary: The purpose of this workshop is to locate, define and discuss the anti-oppressive/anti-racist framework the series is operating from. To that end, we will discuss the difference between diversity training and anti-oppression training, and in particular how it relates to both higher education and librarianship.

    Goal: By the end of the workshop, participants should be able to define what anti-oppression training is and be able to explain the difference between anti-oppression training and diversity training, and why it matters.

    Key Concepts: Anti-oppression, Diversity, Anti-Racism, Systems of Oppression

2) **Workshop #2: Where do we fit in?**

    Wednesday March 30 (10:00 am) Library 106 or Thursday March 31 (2:00) Grainger Commons

In this workshop we will be looking at our position in relation to systems of oppression. We will look at our intersecting positions in order to look more deeply at the ways in which we can simultaneously experience oppression and can also engage in oppressive behavior. We will discuss strategies for becoming more aware of our biases, so that can we prevent ourselves from acting on them and move towards treating both our colleagues and the students we interact with more equitably.

Goal: Participants should be able to explain what intersectionality is and locate themselves in relation to systems of oppression. Participants should also be more familiar with bias and prejudice and should be able to distinguish structural oppression (laws, policies) from individual acts of discrimination (not hiring someone because that person is Black).

Key Concepts: Intersectionality, White Privilege, Structural Oppression versus Individual Acts of Discrimination, Race as a social construct

3) **Workshop #3: Anti-racist librarianship: strategies from moving from awareness to action**

   Wednesday April 13 (10:00 am) Library 106 or Thursday April 14 (2:00) Grainger Commons

Summary: What is anti-racist librarianship and how do we move from awareness to action? This final workshop seeks to get us to think more deeply about strategies to shift the conversation from diversity and inclusion to engaging more deeply with how we can create structural change.

Goal: Participants should have a basic understanding of white fragility, reverse racism, allyship and accountability.

Key Concepts: Allyship, Accountability, White Fragility, Reverse Racism, What to do when you are called out

<div align="center">Blackboard Compass Space</div>

A Blackboard site created that will host topics in the Diversity Training Series this semester, as well as other topics from past Diversity Training Sessions and events.

- Open to anyone with the url (who then clicks "Enroll").
- Used in an ongoing effort by the Diversity Committee
- Provides prefatory information on a variety of Diversity and Anti-Oppression topics, resources, videos, conversation starters and follow-up exercises
- Modules can be viewed in sequence or randomly.