Race Equity and Inclusion
Annie E. Casey Foundation Action Guide
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Children’s Trust of South Carolina | Eat Smart Move More | Palmetto Association for Children and Families | Richland Library | Sexual Trauma Services of the Midlands | Sisters of Charity Foundation of South Carolina | SC Coalition Against Domestic Violence and Sexual Assault | SC First Steps to School Readiness | St. Martin’s in the Field Episcopal Church | The Hive Community Circle | Together SC | United Way of the Midlands
Safe Space ➔ BRAVE SPACE
Race...

* Is a modern idea
* Has no genetic or biological basis
* Has been used to justify social inequities as “natural”
* Is a social construct driven by policy

We didn’t choose this system, but we’re responsible for changing it.
“Race holds a central place in our society’s deepest and most persistent patterns of social inequities, exclusions and divisions.”

The Annie E. Casey Foundation’s Race Equity and Inclusion Action Guide
Excerpt (26 minutes)
From RACE - The Power of an Illusion
Episode Three "The House We Live In"
Inequity vs. Equity

In King County, Washington, there is a 10-year life expectancy difference between zip codes where residents are predominately White and zip codes where residents are predominantly people of color.

**Inequity** exists when race can be used as a reliable predictor of life outcomes.

**Equity** is realized when race can no longer be used as a predictor of life outcomes.
Equity means closing the gaps while improving outcomes for EVERYONE.
Using racial slurs

Refusing to hire an applicant because of his race

Making assumptions about a coworker’s likes / dislikes based on their race

Requiring applicants to list their salary history
Embracing Equity Action Guide
Seven Steps to Advance and Embed Race Equity and Inclusion in Your Organization

1. Understand race equity and inclusion principles
2. Engage affected populations and stakeholders
3. Gather and analyze disaggregated data
4. Conduct systems analysis of root causes
5. Identify strategies and resources
6. Conduct race equity impact assessment
7. Evaluate effectiveness and adapting strategies

The Steps in Action
A Richland Library Case Study

RICHLAND LIBRARY
Leadership 2019
Race and Social Equity Team

You learn to use the process by USING THE PROCESS...

How might we test the seven step process by applying it to a library project?
Step 1:
Establish an understanding of race equity and inclusion principles.

* Focused on our team members.
* Read and reflected on the Action Guide.
* Watched excerpts from *Race: The Power of Illusion*.
* Held team meetings to review lessons from the Race Forward training.
Step 2: Engage affected populations and stakeholders.

Conducted interviews with past graduates and documented themes.

* Past applicants were unsure of what the program would mean for them, and if it was really meant for them.

* They were looking for growth and development and wanted to feel valued by the organization.

* They appreciated the simple application process.

* Supervisor encouragement and word-of-mouth recommendations from graduates were some of the strongest motivators for applicants.
Step 3: Gather and analyze disaggregated data.

Worked with our Learning Engagement and HR teams to disaggregate data by race.

* From 2013 to 2017, each Leadership class included only 10% to 20% people of color.

* Each year, there was a higher acceptance rate for white applicants than for applicants of color.

* Even when the number of applicants of color doubled, the number selected remained the same.

* The selection committee lacked diversity.
Step 4:
Conduct systems analysis of root causes and inequities.

Held a team workshop to identify barriers to participation.

* Application is dependent solely on writing ability.

* Anonymity limits the selection committee from choosing diverse applicants and intentionally creating group synergy.

* Supervisor encouragement is an important factor, but not every supervisor may be encouraging.
Step 4:
Conduct systems analysis of root causes and inequities.

Held a team workshop to identify barriers to participation.

- Word-of-mouth recommendations by previous graduates is an important factor, but not every potential applicant is connected to past graduates.

- Applicants who were not accepted previously may be hesitant to apply again.

- The selection committee lacks diversity.
Step 5:
Identify strategies and target resources to address root causes of inequities.

Held a team workshop to identify strategies and made recommendations to our Learning Engagement team.

* Clearly articulate the purpose of the Leadership program and who it is for.

* Make supervisors aware of how influential they are in motivating diverse applicants.

* Activate the network of past graduates to recruit and encourage diverse applicants.
Step 5:
Identify strategies and target resources to address root causes of inequities.

Held a team workshop to identify strategies and made recommendations to our Learning Engagement team.

- Remove anonymity from the application process and intentionally select a class that represents diversity in all its forms.
- Accept alternative submission styles.
- Value the tenacity of applicants who continue to apply.
- Establish a diverse selection committee.
94% of respondents reported learning something new about the library’s initiatives regarding race equity and inclusion.

93% of respondents reported that the convening helped establish a library-wide understanding of race equity and inclusion principles.
I’m glad the library is tackling issues of racism head on.

This was a really valuable experience. I’ve never sat down and had a discussion about race with anyone besides my family and close friends.

This was a great session for understanding points of view and ways to bring groups together to start moving to a more inclusive community that is open to change.

You have certainly inspired me and created in me the need to know MORE! Thank goodness I’m a librarian who can locate some resources.
What about the missing voices?

How will we continue the conversation?
Let's Talk About Race
Facilitator-led Conversation Planned

Richland Library Closed September 27 for Staff Engagement Day
All Richland Library locations will be closed on Wednesday, September 27 as nearly 400 Richland Library employees come together.

Details ➔
Step 6: Conduct race equity impact assessment for all policies and decision-making.

Step 7: Continuously evaluate effectiveness and adapt strategies.