



Equity, Diversity, and Inclusion Resources

Welcome! We're glad you're here.

As libraries start to take a critical look at what steps they can take to provide equitable services, library staff may be asking where to start. Regardless of where your library is on the journey, this resource list can help and includes links to:

- Organizations working on equity, diversity, and inclusion issues here in Maine;
- Background information in the media;
- Booklists and collection development resources for children and youth, adults, and educators and caregivers;
- Authors from diverse backgrounds with a Maine connection; and
- Continuing Education materials to learn more.

This is by no means an exhaustive list, but the Maine State Library hopes it inspires you to make a commitment and join us on the challenging work we all have to do to ensure our libraries are welcoming and are promoting equity in every community and across the state.

Maine Projects and Organizations

[ACLU Maine](#)

The ACLU of Maine is the state's guardian of liberty. We are active in the courts, the legislature and the public sphere to defend the Constitution and the Bill of Rights, and to extend their promises to all Mainers. Our priority issues include criminal justice reform, reproductive freedom, racial justice, immigrants' rights, LGBTQ rights, women's rights, voting rights, freedom of expression, freedom of speech and religion, and privacy.

[Diverse Book Finder](#)

We aspire to be a go-to resource for librarians, educators, parents, book creators, and publishers who seek to create collections in which all children can see themselves -- and each other -- reflected in the picture books they read.

[Equality Maine](#)

Working to secure full equality for lesbian, gay, bisexual and transgender people in Maine since 1984.

[Maine Community Foundation](#)

The Maine Community Foundation works with donors and other partners to improve the quality

of life for all Maine people. [MaineCF is committed to equity](#), diversity, and inclusion, and ensuring Maine is a safe, welcoming, and accepting place for everyone.

[MaineInitiatives.org](#)

Maine Initiatives is a community of more than 2,000 individual donors and activists supporting greater social, economic, and environmental justice in Maine through informed, intentional, and collective philanthropy.

[Maine NAACP](#)

The vision of the national association for the advancement of colored people is to ensure a society in which all individuals have equal rights and there is no racial hatred or racial discrimination.

[Maine People's Alliance](#)

MPA is dedicated to providing Maine people with the tools, knowledge, skills and opportunity to become involved in the decision-making processes that affect their lives.

[MaineShare](#)

MaineShare gives you an easy way to donate to over 40 statewide organizations working every-day to make Maine a better place to live. Through payroll giving contributions and direct gifts, our donors help these organizations achieve good health, environmental protection, safe communities, economic opportunity, human rights, animal welfare, peace, and much more. Your year-round giving at work provides these groups with a steady flow of dollars to keep important programs going.

[Maine Showing Up for Racial Justice](#)

Central Maine SURJ organizes white Mainers in and around the Lewiston-Auburn area for racial justice through community organizing, mobilizing, and education.

[Mano en Mano](#)

Mano en Mano works with farmworkers and immigrants to thrive in Maine. We envision a stronger, more inclusive Downeast Maine where the contributions of diverse communities are welcomed, access to essential services, education and housing are ensured, and social justice and equity are embraced.

[Pine Tree Legal](#)

Our mission is to ensure that state and federal laws affecting poor people are upheld, while also addressing the systemic barriers to justice faced by Mainers with low incomes.

[Portland of Opportunity](#)

Our Mission is to convene and leverage public and private partners to assure optimal communication and collaboration so that racially & ethnically diverse communities, including

immigrants, and other underserved populations have access to jobs and related support services, as well as economic opportunities.

[Wabanaki Reach](#)

Wabanaki Reach supports the self-determination of Wabanaki people through education, truth-telling, restorative justice, and restorative practices in Wabanaki and Maine communities. The organization seeks to build a broader and stronger community of people who understand the long term impact of the generational harms done to Indigenous people since first contact and who are committed to transforming the present day systems that provide advantages to the dominant culture.

Media Resources (Maine and National)

Smithsonian Magazine: [158 Resources to Understand Racism in America](#)

The Atlantic: [The Case for Reparations by Ta-Nehisi Coates](#)

Maine Public Radio: [Why is Maine so White?](#)

U.S. News & World Report: [In Maine, a Hidden History on Malaga Island](#)

Portland Press Herald: [Not Long Ago, the KKK was a Driving Force in Maine Culture and Politics](#)

Portland Press Herald: [Maine has Nation's Worst COVID-19 Racial Disparity](#)

[1619 Project](#)

Booklists and Resources

Children (ages 0-12)

[EmbraceRace](#) - A multiracial community of parents, teachers, experts, and other caring adults who support each other to meet the challenges that race poses to our children, families, and communities.

[8 tips for choosing “good” picture books featuring diverse, BIPOC characters](#)

[31 Children's books to support conversations on race, racism and resistance](#)

[American Indians in Children's Literature](#) - Publishes analyses of children's books, lesson plans, films, and other items related to the topic of American Indians and/or how this topic is taught in school.

[American Indian Youth Literature Award](#) - Awarded biennially, the AIYLA identifies and honors the very best writing and illustrations by Native Americans and Indigenous peoples of North America. The award is sponsored by the American Indian Library Association.

[Black Children's Books & Authors](#) - This online author directory lists traditional and self-published authors of children's and young adult literature by Black authors.

[The New York Times: These Books Can Help You Explain Racism and Protest to Your Kids:](#)

[Coretta Scott King Book Awards](#) - Given annually to outstanding African American authors and illustrators of books for children and young adults that demonstrate an appreciation of African American culture and universal human values.

[The Brown Bookshelf](#) - A group of authors and illustrators who came together to push awareness of the myriad of African American voices writing for young readers.
<https://thebrownbookshelf.com/2020/08/31/30-books-for-young-readers-that-celebrate-black-joy/>

[School Library Journal](#) - the premiere publication for librarians and information specialists who work with children and teens, they evaluate a broad range of resources, from books and digital content to databases, in 6000+ reviews published annually.
<https://www.slj.com/story/37-picture-books-celebrate-black-joy-own-voices-summer-reading-2020>

Teens (Ages 13-18)

School Library Journal - [Social justice middle-grade booklist](#)

Teen Librarian Toolbox - [Anti-racist Reading List](#)

POPSUGAR - [Anti-racist Young Adult Books](#)

Social Justice Books for Teens – [Young Adult Fiction List](#)

Adults

[Anti-Racism Resources for All Ages](#) - Created by respected librarian Dr. Nicole A. Cooke, this project includes an extensive annotated listing of books, quotes, videos, podcasts, and more for all ages.

[Anti-Racism Resources for White People](#) - Created by writer Alyssa Klein and filmmaker Sarah Sophie Flicker, this list includes articles, podcasts, videos, books, films/TV series, organizations, and links to lists of additional resources.

[Black Caucus American Library Association](#) - Serves as an advocate for the development, promotion, and improvement of library services and resources to the nation's African American community.

[The National Museum of African American History & Culture's Talking About Race](#) - Provides "tools and guidance to empower your journey and inspire conversation." You can explore their resources by topic or role (caregiver, educator, person committed to equity).

[Penguin Randomhouse - Anti-Racist Books and Resources](#).

[Scaffolded Anti-Racist Resources](#) Document created by Anna Stamborski, M. Div Candidate (2022), Nikki Zimmermann, M. Div candidate (2021), Bailie Gregory, M. Div, M.S. Ed. It includes "stages" of anti-racism work, along with suggested questions to consider, resources to consult, and activities to help advance your developing quest to becoming more anti-racist.

[The Schomburg Center's Black Liberation Reading List](#).

Caregivers & Educators

[Anti-Racist Resource Guide for Educators](#) - Created by Hannah Assefa MEd., an educator from Milton, VT, this continually-updated guide provides resources to educators who want to think and learn more about how their teaching can perpetuate misinformation, stereotypes, and educational inequities.

[CommonSense Media](#) - Discussion on how to talk to children about racism
Common Sense Media's [How White Parents Can Use Media to Raise Anti-Racist Kids](#).

[Children's Perception of Race at Different Ages Chart - Accompanying Resources](#).

[Jason Reynolds and Ibram Kendi Keynote Conversation | SLJ Day of Dialog 2020](#).

[African American Literature Book Club - List of 304 NAACP Image Award Winning and Honored Books.](#)

[NBC Nightly News for Kids: Episode about Racism and protests.](#)

[Raising Race Conscious Children](#) - A resource for talking about race with young children.

[Anti-Defamation League - Teaching about Racism, Violence, Inequity and the Criminal Justice System.](#)

[Teaching for Change, Social Justice Books.](#)

[Teaching Tolerance](#) - Helping teachers and schools educate children and youth to be active participants in a diverse democracy.

[We Need Diverse Books](#) - A grassroots organization of children's book lovers that advocates essential changes in the publishing industry whose aim is to help produce and promote literature that reflects and honors the lives of all young people.

[Books on race, racism, and social justice](#) - This list was assembled from suggestions by library staff throughout Vermont.

Black, Indigenous and People of Color (BIPOC) Authors with a Maine Connection

Ashley Bryan <https://ashleybryancenter.org/>

Daniel Minter <https://danielminter.net/>

Samara Cole Doyon <https://www.facebook.com/heartrootfire/>

Reza Jalali https://www.goodreads.com/author/show/4060652.Reza_Jalali

Rohan Henry https://www.goodreads.com/author/show/1062413.Rohan_Henry

Allen Sockabasin https://www.goodreads.com/author/show/1043343.Allen_J_Sockabasin

Continuing Education, Self-guided Curricula & Learning Portals

JSTOR Daily - [Institutionalized Racism: A Syllabus](#).

[Abenaki Arts & Education Center](#) - A central place to connect students and teachers with Abenaki history and cultural resources that have been vetted by Abenaki scholars, educators, and culture bearers.

[Project READY](#) - Redefining Equity and Access for Diverse Youth is a partnership between universities, libraries, and public schools in North Carolina, and they've created a 27 Module, self-paced, completely free learning continuum.

[The Equity Literacy Institute](#) - Course on [Racial Equity and Education](#).

[Race and Antiracism CE Opportunities](#) - Compiled by Janet Ingraham Dwyer, Library Consultant, State Library of Ohio, with content provided by state youth services consultants.

[The National Museum of African American History and Culture](#) in Washington, DC, has launched a free portal, [Talking About Race](#), with resources to help parents, teachers, caregivers, and the general public have conversations about race.

The Smithsonian's [Native Knowledge 360°](#) (NK360°) - Provides educators and students with new perspectives on Native American history and cultures.

WebJunction linked to a crowd-sourced collection of continuing education titles for library professionals titled [Black Excellence in LIS Syllabus](#).

UMaine Diversity Equity and Inclusion introductory training video
https://video.maine.edu/media/t/1_6o1lcvpn.

UMaine Diversity Equity and Inclusion self-paced online trainings
<https://umaine.edu/diversity-and-inclusion/training/>.

Camara Phyllis Jones- A Gardener's Tale
<https://ajph.aphapublications.org/doi/pdf/10.2105/AJPH.90.8.1212>.

The Roots of Critical Race Theory (CRT)- Theodora Berry
https://www.youtube.com/watch?v=uV_U86_0IGc

<https://www.askamanager.org/2021/01/how-companies-can-build-more-equitable-workplaces.html>.

Critical Diversity Equity and Inclusion conversations

<https://sites.google.com/view/bakerlectures/critical-conversations-in-lis/critical-conversations-in-lis-2021?authuser=0>.

Camara Phyllis Jones. Levels of Racism: A Theoretical Framework and a Gardener's Tale,

<https://ajph.aphapublications.org/doi/pdf/10.2105/AJPH.90.8.1212>.

Oregon Library Association Diversity Equity and Inclusion Toolkit

https://www.oregon.gov/Library/libraries/Documents/OLA%20EDI%20Toolkit/OLA_TOOLKIT_Hard_Copy%202021_02_11.pdf.

Turning Towards Each Other Workbook

https://96cd8e90-7f87-4399-af6b-c7156e91189a.filesusr.com/ugd/05f4b7_cec53ab03dcd4f32b1fecaf66ede2d80.pdf pages 30-33 of the workbook describe dominant culture patterns and

practices that cultivate mutuality.

Disclaimer

The Maine State Library makes this resource available as a starting point for information on racial and social justice. The views, thoughts, and opinions expressed by authors and members of the organizations listed are not necessarily those of MSL.

