

**Maine State Library
Annual Meeting
Thursday, June 16, 2022
1:00-4:00 p.m.
Location: Zoom**

Goal of the workshop:

The goal of the session is to introduce participants to equity, diversity, and inclusion (EDI). Equity is an “umbrella” under which diversity and inclusion and other related themes are housed. By offering this workshop, we take the point of view that if we focus on establishing policies and operations that are equitable, they will be inclusive of diverse perspectives and experiences. Some of this work requires us to look at the history of race and then begin to understand what biases and stereotypes we may have at the individual and organizational level. Participants will leave the session with some articles and videos they read or watch on their own in order to further their learning.

Agenda*:

1:00-1:05 pm	Introductions of CCCS (5 minutes)	Jamie Ritter, Maine State Librarian & Regina Phillips, Cross Cultural Community Services
1:05-1:35 pm	Spring Council Meeting: <ul style="list-style-type: none"> ● MLAC business meeting ● MSL description of their DEI work 	Jamie Ritter, Maine State Librarian and Chip Schrader, MLAC Chair and Director, Goodall Memorial Library
1:35-1:55 pm	<p>Equity, Diversity, and Inclusion Workshop</p> <p>We will break out into small groups and discuss the homework, above. This group is a self-guided discussion and in order to help you start the conversation, we’ve put together the following questions:</p> <ul style="list-style-type: none"> ● What did you like/dislike about the video? ● Was there something that stuck out to you as you were watching the video, and completing the assignments? ● Did you learn anything about yourself as you completed the homework assignments? ● Is there anything you want to do as a result of watching the video and completing the assignments? 	Regina Phillips, Cross Cultural Community Services

1:55-2:35 pm	We will show a video called the History of Oppression video, and discuss why and how it is important to talk about race.	Regina Phillips, Cross Cultural Community Services
2:35-2:50 pm	BREAK	
2:50-3:40 pm	<p>Follow-up presentation on race and serving people who are homeless, disabled, LGBTQ+, and BIPOC</p> <p>Small group discussion by topic, i.e. homelessness, race, with some focus on the refugee and immigrant communities, disabled, LGBTQ+ OR a follow-up conversation with MSL re: their equity plan</p> <ul style="list-style-type: none"> ● Why is EDI work important? ● What do you think (EDI) entails? ● What can we do as an individual and organizations to address race and oppression? ● Did you like what MSL is doing about EDI? ● Do you think you can replicate what they're doing at your library or develop a plan around EDI? 	Regina Phillips, Cross Cultural Community Services
3:40-4:00 pm	<p>Break-out session on presentation</p> <ul style="list-style-type: none"> ● Plus/Delta 	Regina Phillips, Cross Cultural Community Services

***Pre-Conference Homework:**

In order to reach the goals of equity training, we're asking folks to do some homework in order to prepare them for the day, and so we can have some beginning conversations about race and social justice. We know this might be a lot to do before attending the session, and if that's the case, we ask that you at least watch the *Danger of a Single Story* as it will give you some insight into bias and stereotypes. The article will give you some insight into the history of Maine, and why we are considered the whitest state in the country. The Harvard test is very quick, and shouldn't take that long to complete. If you run out of time to do any of the homework, you still be able to add their voice to the conversation while in small break-out rooms.

- Danger of a Single Story, <https://www.youtube.com/watch?v=D9Ihs241zeg>
- Why is Maine so white article: <https://www.mainepublic.org/maine/2019-02-19/why-is-maine-so-white-and-what-it-means-to-ask-the-question>
- Harvard Bias Test, <https://implicit.harvard.edu/implicit/takeatest.html>