

**FOCUS AREA: LIBRARY STAFF**

**Objectives :**

Library staff members should interact with BIYOC as individuals, set high expectations, and develop agency. Library staff members should advocate for BIYOC, value their voices, and continually work to improve their own knowledge.

**Characteristics :**

Effective library staff members are:

- *Caring:* They build positive relationships with BIYOC and genuinely care about their well-being.
- *Committed:* They demonstrate a sustained engagement in equity work.
- *Courageous Advocates:* They are champions for BIYOC and their families, and persist in equity work despite possible resistance.
- *Encouraging:* They believe in the potential of BIYOC and communicate that belief through their library practice.
- *Accountable:* They continually evaluate and take steps to improve their own professional practice related to equity and inclusion.
- *Culturally Competent:* Their practice is grounded in a foundational understanding of race, culture, diversity, and inclusion.

Examples	Observations/Wonderings	Action Steps
<p><b>Caring:</b></p> <ul style="list-style-type: none"> <li>➤ Enforces the library’s anti-discrimination policy</li> <li>➤ Knows youth’s names and how to pronounce them</li> <li>➤ Is bilingual or knows a few key phrases in each of the languages represented in the community</li> <li>➤ Interacts positively with BIYOC and their families</li> </ul>		

Examples	Observations/Wonderings	Action Steps
<p><b>Committed:</b></p> <ul style="list-style-type: none"> <li>➤ Belongs to a PLN focused on understanding and meeting the needs of BIYOC</li> <li>➤ Belongs to a professional association such as REFORMA or BCALA</li> <li>➤ Has attended Safe Zone training</li> <li>➤ Sponsors or co-sponsors the library’s Gay-Straight Alliance and/or Equity Team</li> <li>➤ Conducts action research on issues related to library services to BIYOC</li> <li>➤ Reads community newspapers (for example: <i>La Conexion</i> and <i>The Triangle Tribune</i>)</li> </ul> <p><b>Courageous Advocates:</b></p> <ul style="list-style-type: none"> <li>➤ Regularly discusses race, culture, and equity with youth and staff.</li> <li>➤ Leads professional development for colleagues focused on culturally sustaining pedagogy</li> <li>➤ Introduces colleagues, children, and teens to resources that offer multiple cultural perspectives and viewpoints</li> <li>➤ Serves on library diversity committees</li> <li>➤ Attends library board meetings to advocate for the needs of BIYOC</li> </ul> <p><b>Encouraging:</b></p> <ul style="list-style-type: none"> <li>➤ Attends community events</li> <li>➤ Respects children and teens’ home language and recognizes the value of code-switching</li> <li>➤ Serves as a mentor to BIYOC</li> </ul>		

Examples	Observations/Wonderings	Action Steps
<p><b>Accountable:</b></p> <ul style="list-style-type: none"> <li>➤ Regularly assesses own professional practice related to inclusion and equity</li> <li>➤ Includes equity-related goals on official Professional Growth Plans</li> </ul> <p><b>Culturally Competent:</b></p> <ul style="list-style-type: none"> <li>➤ Understands racial identity development and is engaged in personal racial identity development work</li> <li>➤ Exhibits affirming views of youth from diverse backgrounds, seeing resources for learning in all youth rather than viewing their differences as problems to overcome</li> <li>➤ Adapts behavior management strategies to match and affirm the cultural backgrounds of youth</li> <li>➤ Reads widely in literature pertaining to culturally sustaining pedagogy</li> <li>➤ Subscribes to publications such as <i>Teaching Tolerance</i> that provide up-to-date information on issues related to diversity and culturally sustaining pedagogy</li> </ul>		