

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 students, 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>Caring:</p> <ul style="list-style-type: none"> ➤ Enforces the school’s anti-bullying policy in the library ➤ Knows students’ names and how to pronounce them ➤ Is bilingual or knows a few key phrases in each of the languages represented in the school ➤ Interacts positively with culturally and linguistically diverse students and their families <p>Committed:</p> <ul style="list-style-type: none"> ➤ Belongs to a PLN focused on understanding and meeting the needs of BIYOC | | |

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

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