

# Promoting Diversity Without Making Waves

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Small Changes to Better Serve Marginalized Communities

# Why Stealth?

Definition: cautious and surreptitious action or movement

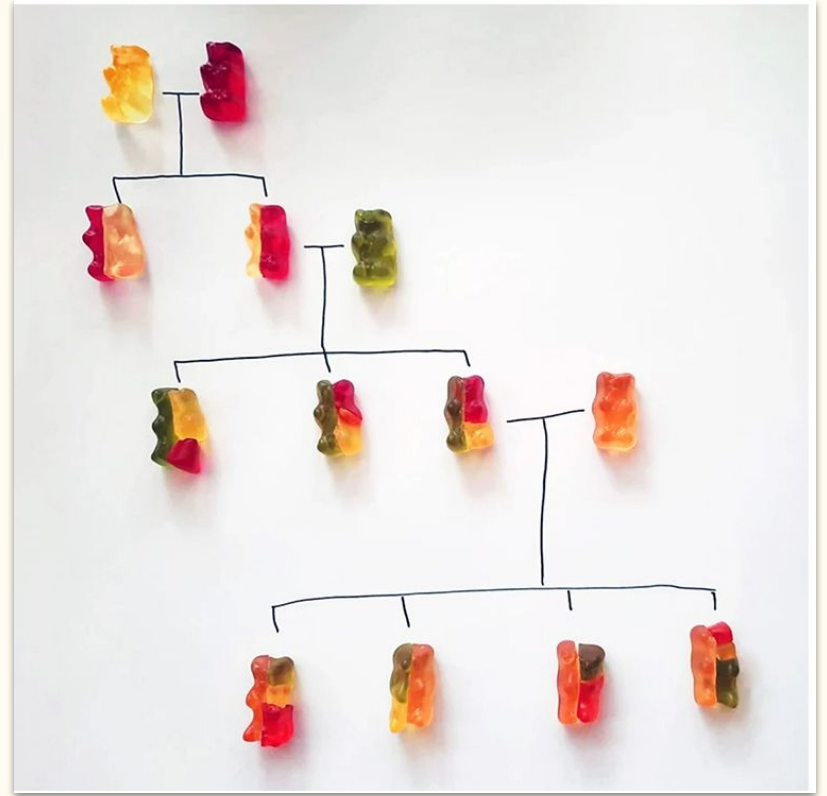


Photo credit: <https://mymodernmet.com/gummy-bear-genetics/>

# Mollie Beaumont she/her/hers ella/la

## **Children's Librarian**

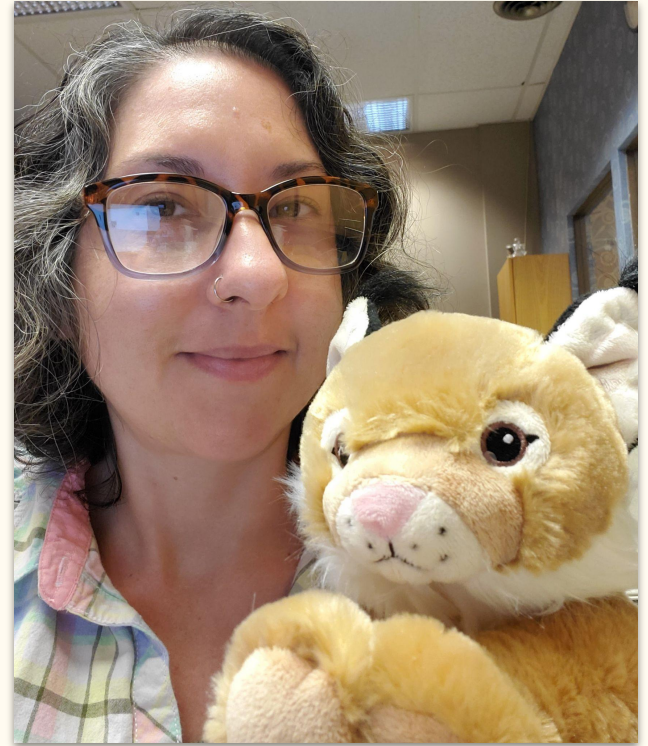
Walled Lake City Library

*Native Americans of the Potawatomi and Algonquian tribes originally settled this region.*

## **MLIS**

University Wisconsin Milwaukee 2014

*Indigenous groups such as the Potawatomi, Ojibwe, Odawa (Ottawa), Fox, Ho-Chunk, Menominee, Sauk, and Oneida have all called Milwaukee their home.*



# Lived Experiences – always learning more



Graduation Day



Wedding Day

# Latino/a/e/x v Hispanic



Art by Terry Blas

Latino/a/e/x from Latin America

Hispanic from Spanish speaking country

Can be interchangeable from person to person, but not for groups of people

Photo credit: <https://remezcla.com/culture/latinx-latine-comic/>

# Marginalized Community Statistics in the US

Asian Americans: comprised almost 7 percent of the total U.S. population.

Black Americans: About 14% of the national population said they were Black in 2019, up from 13% who did so in 2000.

Americans with a disability: 26%, or  $\frac{1}{4}$ , have some type of disability; 13.7% with mobility

Hispanic/Latine Americans: 18.4% of the U.S. total population. In 2019, among Hispanic subgroups, Mexicans ranked as the largest at 61.4 percent.

Indigenous Americans: there are currently 574 federally recognized tribes and comprise 1.7 percent of the total U.S. population.

LGBTQIA+ Americans: at least 20 million adults in the United States could be lesbian, gay, bisexual, or transgender - nearly 8% of the total adult population, almost double prior estimates for the LGBTQ+ community's size.

# Walled Lake City Library Service Area

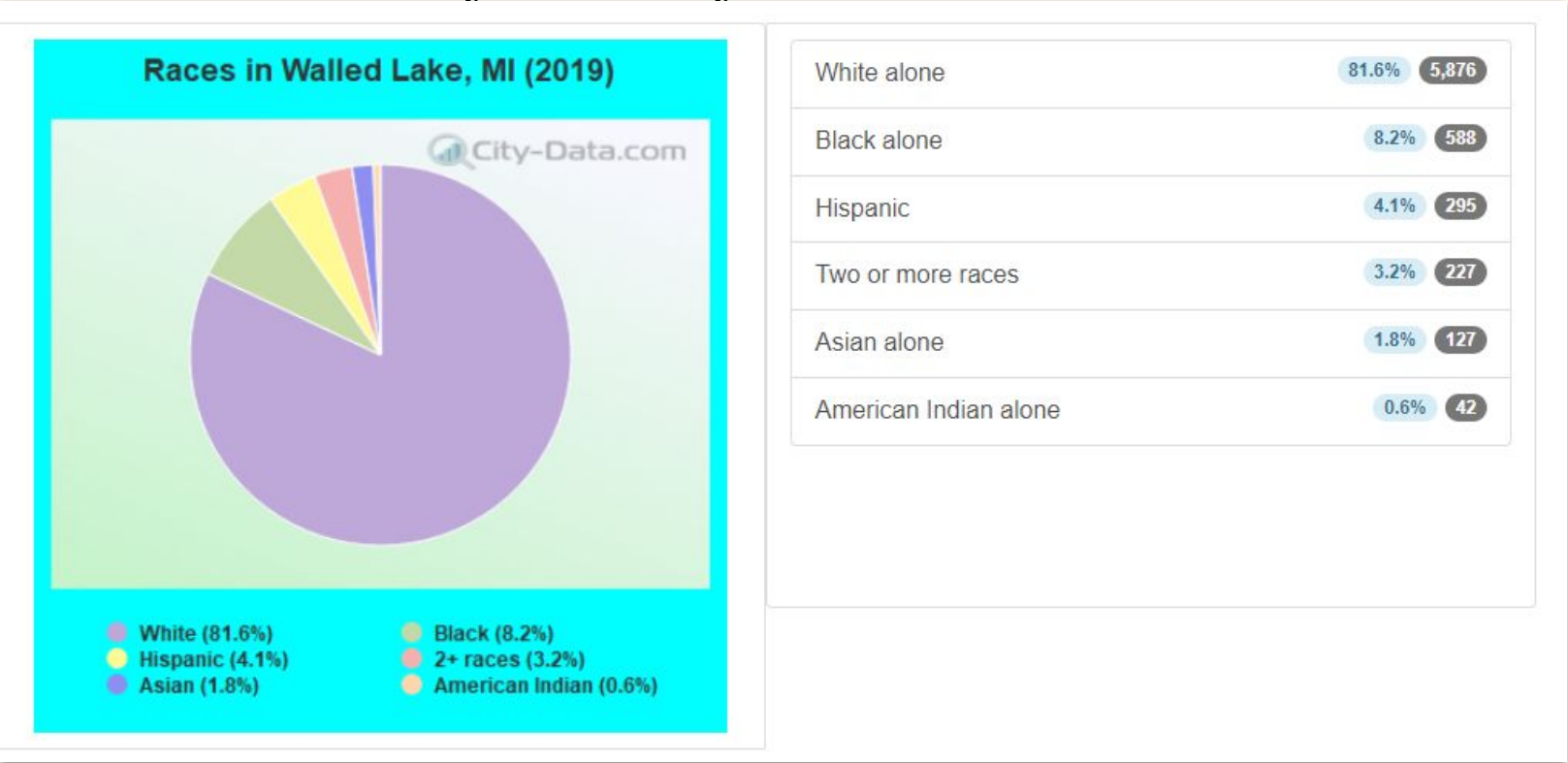


Photo credit: <https://www.city-data.com/zips/48390.html>

# Objectives

In this session you'll learn how to

- Create inclusive displays
  - Build & promote a more diverse collection
  - Create programming to reach marginalized community members
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# Create inclusive displays

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Photo credit:  
<https://twitter.com/bobsburgersfox/status/107579208974338048>  
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# Flyers and Signage



Learn your community by driving around the area.

Country of origin flags

Incorporate pride flags in your color motif (Bob's Burgers Bi Pride flag on previous slide)

←which flags can you identify?

# Social Media

Use diversity in promotional materials

Pexels has copyright free images→

Reach out to marginalized members directly and invite them to participate.

Avoid digital blackface



Photo Credit:  
<https://www.pexels.com/photo/cheerful-black-woman-with-pride-flag-5838313/>

# Book Displays

Monthly displays—use themes that might be overlooked

Incorporate foreign language materials in displays

End-of-shelf displays—be intentional

Mini-displays for programs



Build & promote  
a more diverse  
collection

# Build a Diverse Collection

Discover local/self-published authors to include in your collection

Purchase queer content

Ex: Love, Violet is a Valentine's themed picturebook; however, it should be promoted in the regular collection to reach more folks year round.

Avoid using LGBTQ+ spine labels, or visible metadata

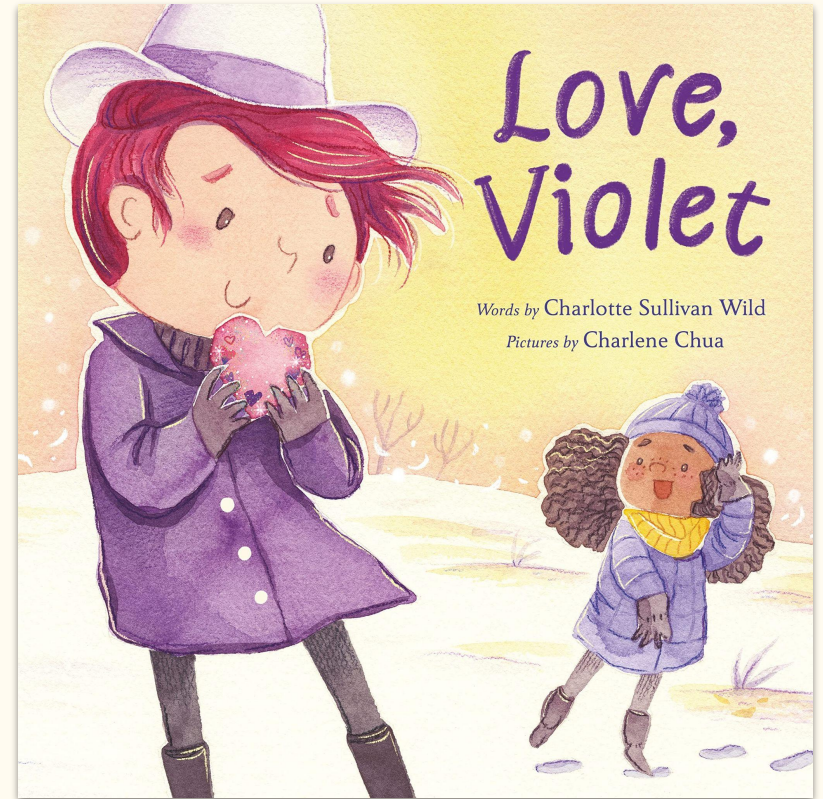
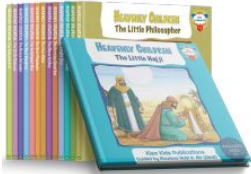


Photo credit :  
<https://www.amazon.com/Love-Violet-Charlotte-Sullivan-Wild/dp/0374313725>

# Free Books!!!!!!!!!!!!!!!

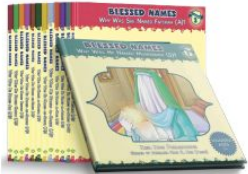
## REQUESTED LIBRARY BOOKS



### ***The Heavenly Children***

**14 Books, Ages 7+**

This collection shares moral stories from the childhood of fourteen important historical figures in Shia Islam. It offers the everyday moralism and heroism of children, encouraging them to adopt a moral and ethical way of life, even from a young age!



### ***Blessed Names***

**14 Books, Ages 7+**

This collection shares captivating stories of fourteen important figures in the history of Shia Islam and dives into how and why each of those figures received their respective names and titles.



### ***The Guiding Light***

**8 Books, Ages 8+**

This series focuses on ethical behavior encouraged within the Quran and from the family of the Prophet Muhammad. The goal of this series is to help children learn that Islam is a comprehensive religion that shows us how to behave in all different areas of our lives including in relation to family, nutrition, cleanliness, friendship, and hospitality.

Find organizations that give away materials for free/reduced pricing

Great Start Collaborative of Oakland County MI donated materials to our library

Kisa Kids - Islam

PJ Library - Judiasm

# Build Inclusive Policies



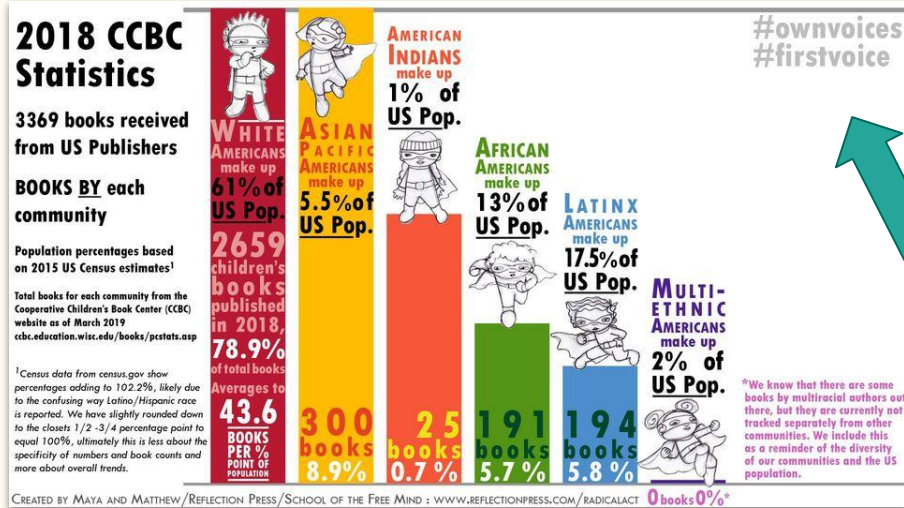
Photo Credit : <https://eaglepasspubliclibrary.org/library-policies-1>

Policies can be a barrier to building a more diverse collection.

Set budgets to help support your library's commitment to DEI work.



# Audit Your Collection



Where to start?

From Diversity to Inclusion: How to Audit Your Collection and Why with Kymberlee Powe

Are you using outdated terms/labels?

Ex: Lunar New Year

# Promote a Diverse Collection

Read books from diverse authors–You can't promote what you don't know

On Instagram? Follow a few Bookstagrammers to learn what to promote. (not a complete list)

@MargieDarcyLongoria

@Contodopress

@ReadRunSea

@Readlikearockstarteaching

@Bookish\_Afrolatina

@tomesandtextiles

@just.frijoleraconphd

@havingyoursay

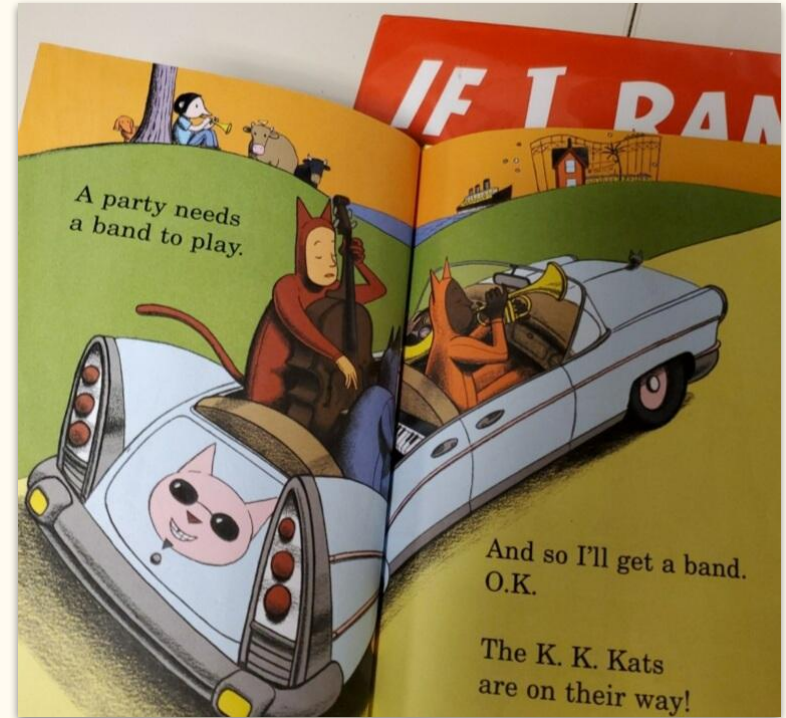


Photo credit: <https://margiesmustreads.com/>

# What to avoid

J. K. Rowling—do you need to keep replacing her work? Maybe

Dr. Seuss (writing as Theo LeSieg) Hooper  
Humperdink . . . ? Not Him! Nope



Create  
programming  
with diversity in  
mind

# Creating programming



Luna and Binx

Bilingual Storytime

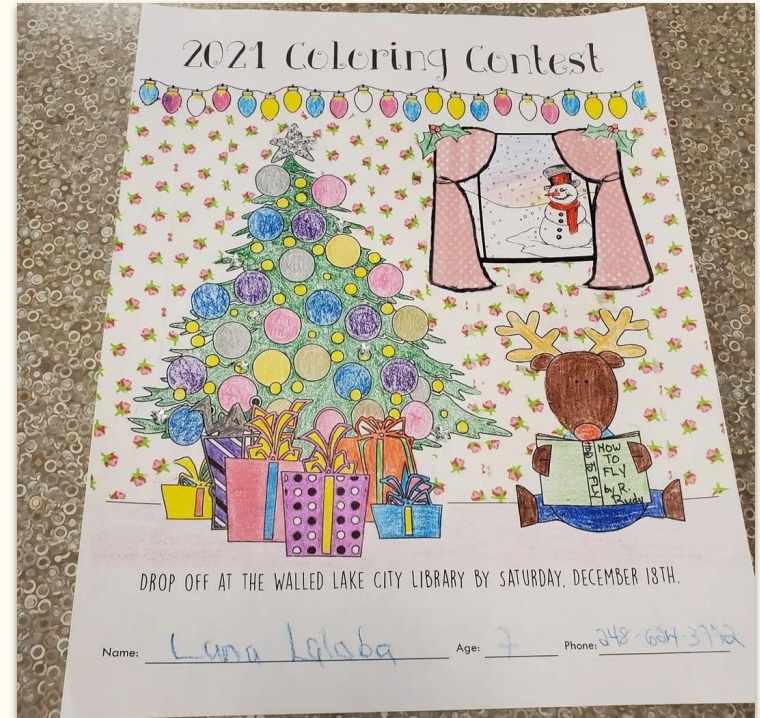
Puppets in storytime

Luna La Loba–Spanish speaking gray wolf

Binx—a non-binary bobcat

# Get the Ball Rolling

If using a white board for passive programming, use your non-dominant hand to encourage folks to participate.



Walled Lake Coloring Contest

# Invite guest hosts to come in

Partner with local organizations to take the lead on programs

Storytime

Book Clubs

Crafts

And more!

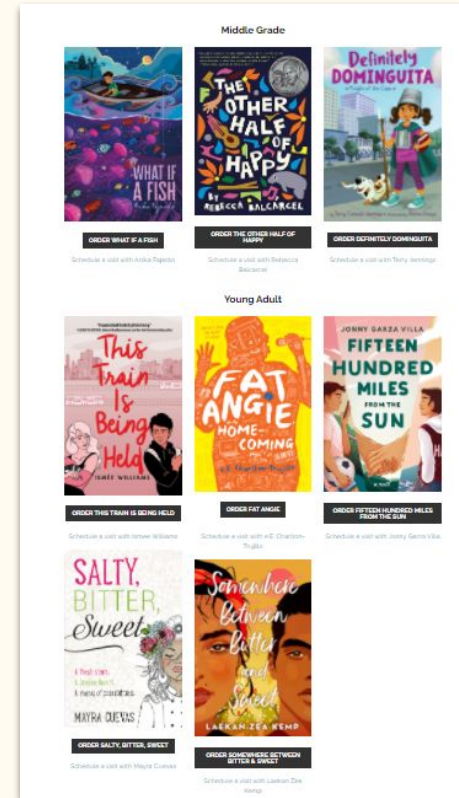


Digital signage and social media post

# Free Presenters!!!!!!

Las Musas offers FREE virtual sessions with authors—including my all-time favorite, e. E. Charlton-Trujillo.

Reach out to local artists/authors





# Join Professional Development Groups

Black Caucus of the American Library Association (BCALA)

National Association to Promote Library & Information Services to Latinos and the Spanish Speaking Community (REFORMA)

Rainbow Roundtable

Ethnic & Multicultural Information Exchange Round Table (EMIERT)



Photo Credit: <https://www.bcala.org/booklists-resources/resources>

# Incorporate what we've already learned

**Book of the Month**  
February 2022

OPEN TO YOUTH AGES 8-12

Read the book and answer this question for a chance to win a prize!

**Root Magic**  
Eden Royce

When did Jezzie discover her ability to fly?

**or**

What trick helps Kenny slow down his reading?

**The Watsons Go to Birmingham — 1963**  
CHRISTOPHER PAUL CURTIS

Facebook, Instagram, and Shelburne Falls City Library logos.

## Make it more inclusive

Highlight marginalized communities/members

Sprinkle in diversity on promotional materials

Read books before promoting for book clubs

In-house flyer for BOTM

# Appreciation v appropriation

**Appreciation** is when someone seeks to understand and learn about another culture in an effort to broaden their perspective and connect with others cross-culturally.

**Appropriation** on the other hand, is simply taking one aspect of a culture that is not your own and using it for your own personal interest



Photo credit:  
<https://www.pexels.com/photo/photo-of-woman-wearing-traditional-dress-757828/>

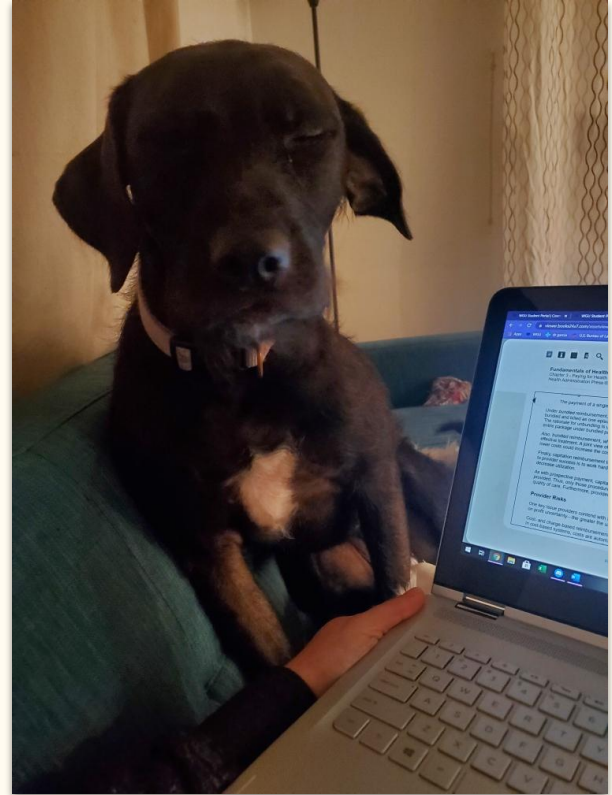
# Conclusion



# Information overload

TLDR: be intentional about adding diversity to displays, collections, and programming

Make a plan on where you want to start



Darla is tired of staring at the computer

# Questions

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Hank sighs with relief from the A/C vent

# References

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Bookish AfroLatina-<https://www.bookishafrolatina.com/blog>

Demographics: <http://www.city-data.com/city/Walled-Lake-Michigan.html>

Diversity Audit: [https://www.youtube.com/watch?v=vzK0dL\\_QSC0](https://www.youtube.com/watch?v=vzK0dL_QSC0)

National Monthly/Daily Celebrations: <https://nationaldaycalendar.com/>

Lunar New Year: [https://www.nj.com/njv\\_guest\\_blog/2012/01/its\\_lunar\\_new\\_year\\_not\\_chinese.html](https://www.nj.com/njv_guest_blog/2012/01/its_lunar_new_year_not_chinese.html)

[https://www.glsen.org/activity/pronouns-guide-glsen#:~:text=Pronouns%20can%20sometimes%20be%20a\\_gender%20identity%20but%20not%20always.&text=By%20providing%20an%20opportunity%20for.is%20based%20on%20their%20appearance.](https://www.glsen.org/activity/pronouns-guide-glsen#:~:text=Pronouns%20can%20sometimes%20be%20a_gender%20identity%20but%20not%20always.&text=By%20providing%20an%20opportunity%20for.is%20based%20on%20their%20appearance.)

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Minority health: <https://minorityhealth.hhs.gov/omh/browse.aspx?lvl=3&lvlid=64>

HRC: <https://www.hrc.org/press-releases/we-are-here-lgbtq-adult-population-in-united-states-reaches-at-least-20-million-according-to-human-rights-campaign-foundation-report>

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CDC: <https://www.cdc.gov/ncbddd/disabilityandhealth/infographic-disability-impacts-all.html>

Indigenous Americans: <https://www.ncsl.org/legislators-staff/legislators/quad-caucus/list-of-federal-and-state-recognized-tribes.aspx>

Indigenous Americans: <https://minorityhealth.hhs.gov/omh/browse.aspx?lvl=3&lvlid=62>

Jewish materials: <https://pilibrary.org/about-pj-library>

<https://www.lasmusasbooks.com/book-club.html>

<https://www.vox.com/2015/8/19/9173457/hispanic-latino-comic>