

Come As You Are: Getting Started with EDI Committees in Your Library

Resource Sheet – 3.15.22

Each of the presenters is happy to help with any questions you may have, including sharing examples of some internal documents. Reach out to them individually for more information.

Presenters:

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General resources:

- Safe Zone Project: <https://thesafezoneproject.com/>
- Project READY: <https://ready.web.unc.edu/>
 - Project READY resource highlights:
 - [Race Matters: A Story About White Privilege](#)
 - [Van Explains It All - Implicit Bias - The Van Jones Show](#)
 - [Module 13: Allies & Antiracism](#)
- [From Diversity to Inclusion: How to Audit Your Collection and Why](#) webinar – for those with questions about how to do a diversity audit

Social story and autism related resources:

- For more information on social stories:
https://www.canr.msu.edu/news/once_upon_a_social_story_advantages_writing_and_presenting_social_stories
- For examples of library social stories:
<https://duluthlibrary.org/services/social-stories/#:~:text=Social%20stories%20are%20learning%20tools,a%20trip%20to%20the%20library.>
<https://www.pageafterpage.org/social-stories>
- A great autism resource for libraries:
<https://projectenable.syr.edu/>

Ground Rules for Programs, Meetings, or Trainings (from Johnson County PL)

Adapt the language to fit your situation; or, develop your own ground rules as a library or with program/meeting/training participants!

Start off with the purpose of your program. Explain what it is and isn't.

Example: “In today’s program, we’ll be learning more about anti-racism – what it means and ways people are incorporating it into their life. During this program, we will not be debating or arguing about racism.”

Go into Ground Rules.

Ground Rules for Programs

1. **Be respectful of others’ views and opinions. We are here to learn from one another.**
2. **The goal is not to agree -- it is to gain a deeper understanding of the topic that’s being presented. Be comfortable with being uncomfortable.**
3. **Please don’t dismiss or downplay someone else’s experience. Instead, share your own story and experiences.**
4. **All viewpoints will be respected, but hate speech of any kind will not be tolerated.**
5. **Participate to the fullest of your ability -- community growth depends on the inclusion of every individual voice.**
6. **However, if you are being disruptive to the conversation or program or dominating the conversation, we may ask you to mute yourself so others have the opportunity to share.**
7. **We want this to be a great experience for everyone attending. Thank you for respecting and following the ground rules!**

Refer to your library’s Behavior Policy if you need clarification on what kinds of behavior is disruptive.

At the end, mention there’s a lot to discuss, and ask to respectfully keep the conversation focused on our topic.

Tip: Instead of a “safe” space, encourage participants to think of the group/situation as a “brave” space where everyone is willing to have difficult conversations and are brave enough to view things from other perspectives.
