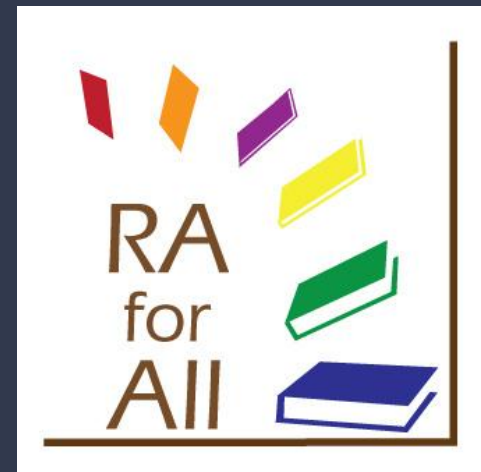


#OwnVoices for All Readers: Incorporating EDI Values into Readers' Advisory Service

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Raforall.blogspot.com

PCI Webinars
Your Trusted Source for Training



NO MORE EXCUSES

That
Ship has
sailed

- Stop being “concerned” and start doing something
- Stop thinking you don’t have the skills
- Admit you are part of the problem
- Show, don’t tell
- Examples, links, and advice to help you **show** your commitment to serving all patrons and representing all voices
- Curating and promoting diverse collections is non-negotiable

Becky's Journey



- Annabelle Mortensen admits her bias
 - [Link](#) to the details and handouts from this 2017 program
- My turn to confront my bias and act
 - [Linda Addison and the Stoker Award for Lifetime Achievement](#)
- Check yourself-- regularly
 - White privilege can be blinding

Building a Diverse House



- A winding road
 - Read
 - Suggest
 - Invite more staff to the RA table
 - Audit all the time
 - Buy diversely
 - Speak Up
 - But Also Listen
- Tackle problems as they arise
- My blueprints
 - Draw yours

Make an EDI Mission Statement



- [Becky's EDI Statement post and explanation](#)

Also, please note that my programs are all prefaced by this **Equity, Diversity, and Inclusion statement:**

RA for All's programs are crafted and delivered to encourage all library staff to use leisure reading as a way to connect with the community, with a particular focus on reaching the underserved, and promoting "own voices" authors. Throughout all of my training sessions we will explore ways in which library staff can provide services, collections, and programming that puts EDI concerns at the forefront. Examples include but are not limited to, delivering the same information in different formats, advice on how to diversify your displays, and ways to include more staff voices in basic RA service [more voices leads to more equitable, diverse, and inclusive offerings]. Libraries that hire RA for All must be interested in allowing all staff [not just professional and/or public service staff] to participate in serving all populations, not just the ones most represented by staff or as identified in a local census.

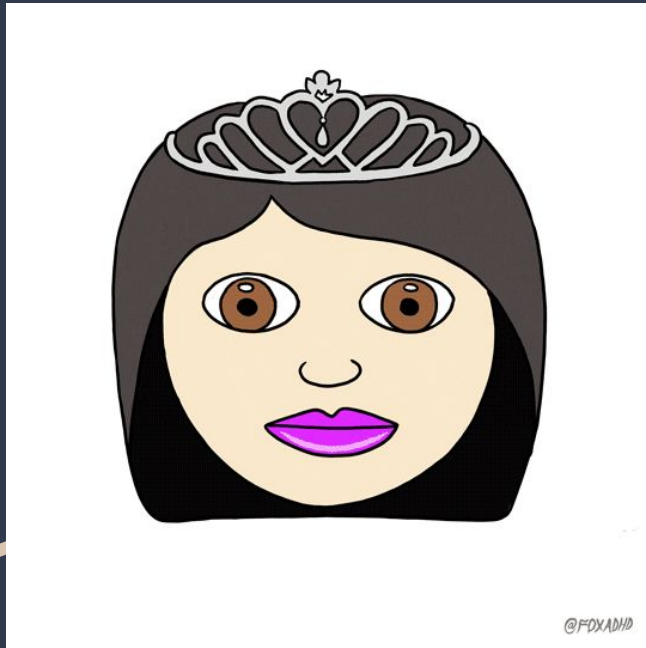
[statement lives here](#)

Read Diversely



- Read widely
 - [Basic rule of RA service](#)
- Make a plan to consciously add own voices titles
 - [Or get help from others](#)
 - [Make one for your library](#)
- No time? Reading ABOUT books is just as important as reading the books
 - [Longer piece on topic](#)
- Think like a reader, not a library worker
 - Goodreads 5 & 2 star reviews
- Be a role model

Suggest Diversely



- Newsflash: You can suggest books you haven't read
 - Use the words of others
 - It's a resource, and using resources is what we do
- Institute an own voices requirement
 - [Book Riot's](#) standard is 30%
 - [Why Read Diversely 5 part FAQ](#)
- Remember to audit all the ways we "suggest"
 - Discoverability issues
- When suggesting- focus on appeal NOT diversity

Collect Diversely



- The obvious:
 - Buy books by #ownvoices authors
- But less obvious, add books from:
 - Small presses
 - Self publishing
 - Genre titles from both
- Identify resources:
 - [Amazon bestseller lists](#)
 - Find titles of interest and back track for reviews
 - Writers' Associations
 - [The Seer's Table](#)
 - Patrons/Readers/Fans
- This is an ongoing struggle and more help is needed.

The Readalike Problem



- [Inclusive Stephen King Readalikes](#)
- [Luis Alberto Urrea Readalikes](#) and a mini-rant
- [The Search for Diverse Readalikes for David Baldacci Leads Becky to A Discussion of the Inherent Racism and Sexism in Our Resources](#)
- *The Seven of Eight Deaths of Stella Fortuna* [Readalikes](#)
- Commit to NEVER only having straight white male options

Include More Staff Input



- More voices = more organic diversity
- Our support staff is more diverse
- [Working together is our most valuable resource](#)
- Everyone on staff uses the library, encourage them to participate in RA
 - [A step-by-step guide](#)
 - Make it easier to participate in staff rec shelves

Reminders: Speak Out— With Your Actions

YOUR VOICE
MATTERS

- Make incorporating #OwnVoices titles part of your everyday work
- Booktalk diverse books
- Suggest diverse books
- [Improve Discovery!](#)
 - Lists, displays, stock your shelves
- Lead by example
- Call out microaggressions
- Inspire and teach others to improve

But Also Don't Stop Listening



- RA is 60% listening
- Shut up and make room for the marginalized voices
 - [Listen first, post second](#)
- Admit when you have misstepped
 - “Multicultural”
 - “Alternative Lifestyles”
 - Not interfiling POC and LGBTQ authors
- Work to do better
 - Becky learns about fonts
- Listening and learning not reacting and feeling attacked

Keep On Keeping On



- It's a marathon
- Worry about yourself first
- Set the example
 - [Your work and collections need to represent the world at large](#)
- Don't give up or think your work here is done
 - Hint...it is not
- React Appropriately
 - What does #OwnVoice mean?
- Read, Suggest, Promote, Collect with an EDI lens
 - Repeat and Repeat and Repeat and Repeat.....

Questions? Now or Later

- Slides and more on [RA for All](#)
- Email
 - bspratford@hotmail.com
- Twitter: [@RAforAll](#)

