



## Staff Training Round Table

**Meeting Title:** STRT Business Meeting

**Meeting Date/Time:** January 14, 2021; 11am-12noon

**Attendees:** Holly Freewynn, Rebecca Gabert, Darci Hanning, Amy Honisett, Blake Kincaid, Roberta Richards

### Discussion Topics:

- **December Content Session – Practical Training Resources for Your Staff**
  - The group discussed the training session held on December 8.
  - The interest was high as almost 50 people registered for the session.
  - The group discussed whether 45 minutes was long enough. Some attendees are not willing to commit to a longer session.
  - The session was a success with a lot of shared information and no long periods of silence.
  
- **Next Training Session – Curated with Care: Engaging Volunteers at your Library – January 28<sup>th</sup>, 9am-10:30**
  - 26 people have registered so far.
  - Roberta described how she is advertising for the session – including the STRT email list, the OLA Hotline, and Libs-Or.
  - Darci will not be able to attend.
  - Thank you to Tracey for organizing this session. We can contact her if we have questions before January 28<sup>th</sup>.
  
- **OLA Program**
  - Holly will contact Adrienne Calkins at Sherwood PL about a planning session for the OLA Program.
  - Holly will also start working on the presenter agreement form for the OLA conference.
  - Darci described a well-planned RIPL conference that was held on the Socio platform and included preconference work and break-out sessions.

- The group reviewed the discussion points that were included in the notes from the December business meeting.
- The group discussed the possibility and challenges of having a person of color participate in this presentation. Holly could ask Adrienne if there is a person of color on the Sherwood staff who wants to participate. Darci suggested that we introduce the presentation by describing the challenges of leading EDI training while being a white person. We are not representatives of these communities.
- The group discussed how to partner with the OLA EDI Anti-Racism Special Committee. This committee will be presenting their toolkit to Oregon library directors on January 29<sup>th</sup> and will also have a presentation at OLA. Rebecca will talk to Alma Plasencia (co-chair of the committee & librarian at Salem) about a possible partnership for the OLA Conference – as well as other ways that the two groups can support each other.
- The group talked about focusing on the techniques and challenges for providing EDI training.
  - Blake talked about providing practical examples and tools for giving difficult training. People of underrepresented communities should not be expected to lead all of these EDI trainings and discussions. Small/rural libraries face the challenge of having few/no staff members from communities of color.
  - Roberta talked about handling backlash from EDI training
  - Blake said that the decision makers need to support the training to make it effective.
  - The group talked about ways to make the training a safe zone – including sending out the agenda and ground rules ahead of time and allowing people to opt out of the training. Staff should also be allowed to leave the training to avoid being traumatized by the discussion. The seating can be arranged to allow people to leave easily. Especially difficult discussions can be scheduled after a break so that people can easily skip that part of the training.
  - Holly said that trainers need tactics for responding when someone says something hurtful in a training.
  - The group talked about whether EDI training should be mandatory. The introductory material could be mandatory and the more in-depth material could be optional. Blake recommended that the training should be offered in baby steps to avoid resistance. Staff who attend EDI training come from a wide range of experiences – including people who have barely thought about this topic and others who are way ahead of the group.
  - Darci talked about what the State Library is doing – including a baseline/internal survey to determine where individuals are and where the organization is on this topic. The goal is to have one in-person training each year and other optional activities.
  - Blake said that the session could include what to consider first and how to gather data to know where to start.

- Blake recommended that we include some interactive aspects in the OLA session.
- The group discussed the distinction between a panel session and the presentation that we are planning.
- Darci suggested that we have three questions at the end of the presentation for attendees to discuss/consider.
- Blake said that we could start with a draft plan for this OLA session and then we can review and improve the plan. We need to meet the expectations of the session attendees. The other sessions will focus on the EDI content. This session could focus on success strategies for using that content.
- The group decided to meet with Adrienne to continue the discussion for the program.
- Roberta reminded the group that she may not be attending the OLA conference and that she does not have a lot of experience in this area to contribute to the presentation.
- Blake told a story about a very bad EDI training situation where the BIPOC staff were singled out and some people became more hardened in their thinking.
- This NY Times opinion piece about EDI training was shared with the group - <https://www.nytimes.com/2020/12/31/opinion/social-change-bias-training.html>
- Darci is adding an Infopeople session on how to offer EDI training to the state's Niche Academy. She will give this group access to the draft tutorial so we can provide feedback.
- The OLA program could include a “pep talk” about how this training is hard but that we should not give up.

### **Action Items:**

Holly

- Contact Adrienne Calkins about scheduling a planning session for the OLA program
- Start/complete the presenter agreement form for the OLA Conference

Rebecca

- Post notes from the December meeting to the STRT page
- Set up the Zoom link for the February business meeting
- Talk to Alma Plasencia at Salem about possible partnerships with the OLA EDI Anti-Racism Special Committee

### **Upcoming Meetings/Events**

- January 28<sup>th</sup>, 9-10:30am – Content Session: **Curated with Care: Engaging Volunteers at your Library**
- February 11<sup>th</sup>, 11am – Business Meeting – Roberta cannot attend this meeting, so Rebecca will set up the zoom link