Braving Our Blindspots

Using a virtual book discussion group to continue conversations on implicit bias in libraries.

Paper Session I: Communities & Inclusion Session
69th Annual Meeting of the Southern Chapter/MLA
Savannah, Georgia | October 11, 2019

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**Agenda**

**DEFINE**

Implicit bias

**SHARE**

Our Rationale for hosting the book discussion

**DESCRIBE**

How the discussion groups were organized

**NEXT STEPS**

Book Club Cycle II
Implicit Bias

The attitudes or stereotypes that affect our understanding, actions, & decisions in an unconscious manner.

Implicit bias is not intentional, but it can still impact how we judge others based on factors, such as:

- Race
- Ability
- Gender
- Culture
- Language
Our Rationale

DIVERSITY COUNTS
Data indicates that librarianship is a largely white female profession.

IMPLICIT BIAS
Unconscious impact on decisions we all make in our personal and professional lives.

BIAS
We all have them! It’s how our brains process the large amounts of information we receive everyday.

2018 MLA ANNUAL MEETING SESSION
Need for a safe space to learn, discuss, and process the implications of everyday biases.
Uncovering your implicit biases is the first step toward appreciating the unique differences that each of us brings to every setting.
By The Numbers

NEW YORK TIMES BESTSELLER

"Conversational . . . easy to read, and best of all, it has the potential, at least, to change the way you think about yourself."

1 BOOK

9 FACILITATORS

50 PARTICIPANTS

5 + 1 VIRTUAL & ONSITE SESSIONS

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Meet the Facilitators

Kelsa Bartley
University of Miami

Ryan Harris
UNC-Charlotte

Annabelle Nunez
University of Arizona

Melissa De Santis
University of Colorado

Don Jason
University of Cincinnati

Ginny Pannebacker
Virginia Tech

Charlene Finley
UNC-Chapel Hill

Shannon Jones
MUSC

Dede Rios
University of the Incarnate Word

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FUNDER

Presenters received funding to purchase copies of Blindspot for participants.

MLA DISCUSSION PROGRAM

Participants provided option to receive up to 7 CE credits for participating.
ATENDEES OF IMPLICIT BIAS SESSION

MLA LISTSERVS

WORD OF MOUTH

RECRUITING PARTICIPANTS
SESSION I
Chapter 1
Mindbugs
Chapter 2
Shades of Truth

SESSION II
Chapter 3
Into the Blindspot
Chapter 4
Not That There’s Anything Wrong with That

SESSION III
Chapter 5
Homo Categoricus
Chapter 6
The Hidden Costs of Stereotypes

SESSION IV
Chapter 7
Us and Them

SESSION V
Appendix 1
Are Americans Racist
Appendix 2
Race, Disadvantage, & Discrimination

WELCOME SESSION
• Meet the Facilitators
• Discussion Logistics
• Choosing a Group

Discussion Timeline
TECHNOLOGY TOOLS USED

- FACILITATE COMMUNICATION
- GROUP SELECTION
- CONTENT CREATION
WEB CONFERENCING TOOLS USED

GROUP DISCUSSIONS

GROUP SELECTION

FACILITATOR'S CHOICE
"I did not expect group members to be so open in communicating their feelings on the subject, and the courtesy and respect shown about differing views was amazing. The discussions were rich, as they were"

"This book discussion was a great experience for me. The sessions were engaging, I had a great facilitator and discovered I have some self-work to do"

"I thought this was a great experience for me and I hope that I can apply what I have learned to help control my bias and expose this behavior in others"

"It is invaluable to stumble through difficult conversations together. I appreciate the patience and candor of my team and feel like I made real relationships with professional peers"
Lessons Learned

- Expect some attrition
- Provide small Group facilitation training
- Create a LibGuide
- Host makeup sessions
- DO NOT record the sessions
BOOK CLUB II

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Questions? Comments? Contact Us

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