



Tamara M. King

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About us...

Approximately 375 employees – 13 locations throughout Richland County.



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A large crowd of diverse people is gathered for a protest. In the foreground, a woman with glasses and a scarf is shouting with her mouth open. Next to her, another woman is also shouting. They are holding a large black banner with the words "BLACK LIVES MATTER" written in white, stylized letters. In the background, other protesters are visible, some holding signs. One sign on the left says "CIVILIAN RIGHTS" and "1199SEIU". Another sign in the center says "MEDICAL AMERICA". The overall scene is one of active participation and protest.

How do we respond?

Photo by Kena Betancur / Getty Images



This happened.



Then this.

Then...



Photo by Jason Miczek / Reuters



The Result:

“Idiots shutting down I-126.
Better not be there when I get off
work or there is gonna be some run
over dumb asses.”

- Jimmy Morris,
fired captain with the Columbia Fire Department, 2016

Photos by Paul Zoeller and The State Newspaper - by McClatchy



StorytimeUnderground

@StorytimeU



Following

LIBRARIANS ARE NOT NEUTRAL AND
LIBRARIES ARE NOT NEUTRAL SPACES.

RETWEETS

603

LIKES

1,017



3:26 PM - 12 Jul 2016



603



1K



Neutral *or*
Necessary?



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*One good conversation can shift the
direction of change forever.*

- Linda Lambert



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LET'S TALK RACE

Let's Talk Race Team

- In August 2016, Richland Library formed the Social Awareness Taskforce (SAT), which has become our Let's Talk Race Team
- 15 staff members
- Team trained to lead discussions on race, bias, inclusivity and equality
- Team has tackled social justice, women's rights and race – we've had lots to talk about.

We actively build
community by
encouraging honest
dialogue, empathy and
courageous
communication.





Circles of Dialogue

Using small circles of dialogue and trained moderators, the community forums encourage honest and open communication.

Check Your Bubble

What does your life look like through the narrowed lens of racial identity?

Courtesy of
Race to the Table SC

	Black	White	Asian	Latino/a, Hispanic	American Indian	Multi-Racial
I am...						
My significant other is...						
My neighborhood is mostly...						
My best friend is...						
My friends are mostly...						
My co-workers are mostly...						
My place of worship is mostly...						
My high school was mostly...						
The author of the last book I read is...						
My primary care doctor is...						
My hairdresser/barber is...						
My books/movies feature mostly...characters						

2016
2020



GEORGE FLOYD. AHMAUD ARBERY. BREONNA TAYLOR.



2020 – Columbia, S.C.

Photo by Thomas Hammond



Understanding Race, Equity & Inclusion

"Being an antiracist requires persistent self-awareness, constant self-criticism, and regular self-examination." - Ibram X. Kendi



Use the resources below to start an honest internal dialog or conversation about Race, Equity and Inclusion and really get to know yourself, your neighbors and your community.

Need help finding for personalized recommendations or additional resources? Call us at 803-799-9084 for assistance.

AD

Books give us a window into other people's lives, and allow us to explore someone's story that is different than your own. Below you will find a variety of recommendations from both Richland Library staff as well as valued and trusted community resources. We are happy to provide customized reading recommendations just for you. Just call us at 803-799-9084.

Book Recommendations



Let's Race Initiatives

- Community Discussions
- Author Talks
- Book Clubs
- Resource webpage
- Padlet & Blogs
- Internal Discussions

Let's Talk Race Successes

- 4,000 participants
- 100+ discussions, events and book clubs for our community and staff
- 1,000 books communitywide
- Won national and state awards
- Developing a facilitator curriculum

Thursday, September 10, 2020



RECOMMENDED FOR YOU

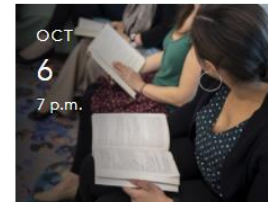
Richland Library Online

Let's Talk Race

Richland Library is hosting its popular Let's Talk Race series on Thursday, September 10th from 6:30 p.m.- 8:30 p.m.

Audience: Adults

Tuesday, October 6, 2020



RECOMMENDED FOR YOU

Richland Library Online

Let's Talk Race Book Group

Join us for a book group discussion of this month's title, How to Be an Antiracist by Ibram X. Kendi.

Audience: Adults, Seniors



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My Life Experience Lab

- The lab uses virtual reality (VR) technology and simulation tools to cultivate empathy
- 300 participants
- Immigration, homelessness, social justice, sexual assault and disability.
- More than 88 % reported having a better understanding of the topic after experiencing the simulation





“To understand and feel what others are going through is a gift. Some people ignore it, and some people pay attention. I choose to pay attention. I just hope people walk away with an open outlook on what they might not be noticing every day.”

- Bruce Chavious, Lab participant

Doing the Work Internally



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Race Equity and Inclusion Action Guide



7 STEPS TO ADVANCE AND EMBED RACE EQUITY
AND INCLUSION WITHIN YOUR ORGANIZATION

Apply what we learned...

The Annie E. Casey Foundation's Seven-Step Process

1. Understanding race equity and inclusion principles
2. Engaging affected populations and stakeholders
3. Gathering and analyzing disaggregated data
4. Conducting systems analysis of root causes
5. Identifying strategies and resources
6. Conducting race equity impact assessment
7. Evaluating effectiveness and adapting strategies

EDI Leadership Practices

58.5% Non-white

41.5% White

Richland County

54% White

46% Non-white

Richland Library



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Jessica Daly
Richland Library
Wheatley Manager

Library Diversity

Total Employees: 374
White: 201 (54%)
Non White: 173 (46%)

Total Managers: 41
White: 26 (64%)
Non White: 15 (36%)

Total Supervisors: 11
White: 8 (73%)
Non White: 3 (27%)

Total Directors: 11*
White: 6 (60%)
Non White: 4 (40%)
*one vacant

Total Chiefs: 4
White: 2
Non White: 2



Inclusive Practices

- PTO
- Eight weeks paid Family Leave
- 15 dollars per hour minimum wage
- Flex time/remote work
- Tuition reimbursement
- Volunteering on work time
- Juneteenth paid holiday
- Equity lens applied to Class and Comp study
- Chief Equity and Engagement Officer
- Removed MLIS requirement
- EDI Council and ERGs
- Collection audit



Richland Library is committed to the values of equity, diversity and inclusion. And as library system, we are unwavering in our dedication to fostering a community where everyone feels welcomed, valued and represented.



*We affirm and acknowledge our responsibility as an inclusive public organization by providing safe spaces where **ALL PEOPLE** can connect, thrive and belong.*

- Listen— Be present, curious and open.
- Learn— Understand the history of your own organization.
- Disaggregate the data of staff and clients or customers.
- Act— Ask yourself who this decision benefits? Who does this decision create barriers for?
- Connect organizational actions to racial equity
- Stay Inspired— Share what you are thinking and learning from.

Lesson Learned







Richland Library Main
Columbia, SC

August 2020

LEAP by Ija Charles

SYNAPSE by Dogon Krigga

Photos by Thomas Hammond



Questions?



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