



## 2023 IFLA/WLIC Library Services to Multicultural Populations Section's Satellite Meeting Program

**Title:** Empowering Diverse Librarianship

**Theme:** Engaging and Empowering Library Workers from Diaspora Communities to Strengthen their Social Representation and Cohesion.

**Program Description:** This programme will provide peer coaching and learning opportunities for library workers from diverse communities to develop skill sets and a knowledge base that will enable them to strengthen their professional roles in the library field. Also, through this programme, non-minority library workers will learn how to build and maintain culturally diverse and inclusive work environments in the library field.

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### Keynote

**Title: Minding the Gap: Our Intentional Development Journey as Inclusive Leaders**

**Keynote Abstract:** The sessions will help us critically interrogate and reflect on the skills needed to become inclusive leaders by diving more profoundly into what it means to be an inclusive leader. Participants will learn how to translate theories into practice. We will discuss the following:

- Understanding psychological safety and creating brave spaces as leaders.
- Learning how to lead with integrity and authenticity.
- Identifying inclusive leadership skills.
- How to exhibit Cultural Humility as a leader.
- The P.R.E.S.S. model, developed by Dr. Robert Livingston, provides practical tools for leaders to learn how to engage in positive conversations about race and racism in organizations.
- How the topics discussed can help leaders reduce bias in their organization.

Librarians will reflect on their experiences, share with others, and receive real-time feedback using dyadic conversations with peers.

### Keynote Speaker:

Dr. Jerome Offord, Jr., serves as the Harvard University Library's inaugural Associate University Librarian for Antiracism, USA. In this pivotal role for Harvard Library and the research library community at large, Dr. Offord's role is strategically aligned within the library's leadership structure to ensure that the library embeds antiracism into all aspects of Harvard Library's vision for Advancing Open Knowledge. In his role, Dr. Offord collaborates extensively with internal and external stakeholders to develop strategies for systemic change through Harvard Library's workforce, services, collections, and spaces.

Dr. Offord formerly served as the Vice President for Business and Administration with DeEtta Jones & Associates (DJA), where he led DJA operations, finance, and its consulting capacity focused on Diversity, Equity, and Inclusion. Also, he served as Diversity Officer at OCLC Online Computer Library Center, and he was the Director of Diversity Initiatives at the Association of Research Libraries.

Dr. Offord's educational credentials include a Ph.D. in Library and Information Science, with an emphasis in Managerial Leadership, from Simmons University in Boston; MLIS from the Catholic University of America, Master of Science in Student Affairs in Higher Education from Colorado State University, an Executive MBA from Washington University in St. Louis; and a Bachelor of Science in Agriculture from Lincoln University.

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## **Presentation I**

### **Title: Changing Academic Libraries' Cultures and Empowering Minority Employees in a DEI World**

**Abstract:** In the context of Diversity, Equity, and Inclusion, this presentation will focus on culture's role in building and maintaining culturally diverse and inclusive library work environments. It will examine how tradition, bias, privilege, and racism thwart the typical library organization's quest to develop an inclusive environment. Concepts such as white and non-white styles, whiteness in libraries, microaggressions, and stereotype threats will be addressed. The presenter will equip minority librarians with tools to survive in organizations where they are othered. Through examples and strategies, non-minority librarians will also learn to manage their ethnocentric tendencies. All attendees will leave with ideas about how they can assist with enabling and sustaining diverse library organizations.

#### **Speaker:**

Dr. Theresa S. Byrd is the Dean of the University Library at the University of San Diego, USA. She has served in library leadership roles in three institutions. Dr. Byrd has extensive board and consortial experience. Her research interests include mentoring, emotional intelligence, academic library leadership, diversity, and other topics. Dr. Byrd is a long-time American Library Association and Association of College and Research Libraries member. She is active in local, national, and international library organizations. Dr. Byrd holds an EdD from the University of Virginia, MEd from Virginia Commonwealth University, MLS from North Carolina Central University, and a BA from Shaw University.

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## **Presentation II**

### **Title: Recognizing Information Privilege and Representation in Data: Critical Concepts and Skills to Enhance Professional Roles in the Library Field**

**Abstract:** Library workers today have been tasked to be more informed and involved in data research, data access, and data analysis. Library workers from diaspora communities may be assigned to identify, build, and support data sets on such diaspora communities. However, data is not neutral. There is also a lack of data focusing on and representing diasporic communities authentically. How do we recognize and empower library workers to think about data, representation, and privilege in their work? This presentation will explore critical concepts and practices in the library and information sciences field for library workers from diaspora communities and library non-minority workers to consider when engaging with data research in librarianship. Through information privilege, a critical librarianship concept that pertains to one's ability to access information based on an individual's status/power, the presentation will address how library workers can rethink data and information access and build on collective work in creating meaningful digital projects and services that are reflective of the communities and their experiences. Attendees will hear different examples and practices, and will understand the importance

of culturally diverse resources to support research, empowerment, and engagement with diverse communities.

**Speakers:**

Dr. Raymond Pun is the Academic/Research Librarian at the Alder Graduate School of Education, a teacher's preparation program based in California, USA. Dr. Pun also serves as a faculty instructor and teaches research methods to graduate students/preservice teachers. In addition, he is currently a standing committee member of the IFLA Continuing Professional Development and Workplace Learning (CPDWL) Section. Pun holds an EdD from Fresno State, MLS from City University of New York-Queens College, and a BA from St. John's University.

Dr. Philip Schreur is the Deputy University Librarian at Stanford University Libraries, USA. Previously, Dr. Schreur served as the Associate University Librarian for Technical and Access Services at Stanford Libraries and has led efforts to transform the way users discover library resources by integrating metadata with information on the Web making use of Web-oriented technologies such as Linked Data. Schreur holds a PhD in Medieval Music Theory from Stanford University, MLS from University of California Berkeley, and a BA from Calvin University.

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**Presentation III**

**Title: On the Perpetual Balance Between Identity and Inclusion: Analysis of Information and Media Literacies Practices Among the Romanian Diaspora**

**Abstract:** Information and communication practices influence the way a community or group with a cultural identity, interacts with a majority population, adapts and integrates with it. The Romanian diaspora (9.7 million people) is very dispersed in countries from all continents. The target group for our presentation consists of Romanians from the non-historical diaspora (the historical communities are living in the countries with a common border with Romania). The presentation will explore the characteristics of the Romanian diasporic community, from the point of view of information preferences and practices, especially from European countries, in order to observe which are the channels most accessed by Romanians to get information, keep in touch with its members and simultaneously adapt in host countries. At the same time, our goal is to highlight the place of the library as a cultural mediator in the process of preserving group identity / inclusion in the majority community, but also in the process of training media and information literacy skills. The presenter will share her research results about Romanians from the diaspora and libraries.

**Speaker:**

Dr. Maria Micle is a lecturer in communication studies at the West University of Timisoara (Romania). She is a faculty member in Political Science, Philosophy and Communication Sciences. Since 2014, Dr. Micle has served as an academic coordinator to the postgraduate program of continuous training in LIS, which focuses on Romanian librarians from all types of libraries. She previously served as a librarian for 16 years in a university library, and as an active member of the Romanian Librarians Association. Her current research focuses on information and communication sciences: intercultural library services, contemporary professional skills, academic writing and the research methodology in communication

science. Dr. Micle holds a PhD from the West University of Timisoara and an MLIS from University of Bucharest.

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#### **Presentation IV**

##### **Title: Building an Inclusive Organizational Culture**

**Abstract:** Building an inclusive organizational culture is crucial for creating a workplace where all employees feel valued and supported. An inclusive culture promotes diversity, equity, and belonging, which not only leads to higher employee engagement and job satisfaction but also results in better business outcomes. Inclusive workplaces attract and retain top talent, increase innovation and creativity, and foster a culture of respect and collaboration. By embracing diversity and creating a safe and supportive environment for all employees, organizations can improve productivity, build stronger relationships with customers and stakeholders, and contribute to a more equitable and just society. In this presentation, Dawes will discuss actions being taken at his library to create and maintain an inclusive culture.

##### **Speaker:**

Trevor A. Dawes is the Vice Provost for Libraries and Museums and May Morris University Librarian at the University of Delaware, USA. He has worked in the academic library sector for over 20 years developing and providing service-enhancing training and professional development opportunities that positively impact library-wide projects and programs. Dawes also facilitates workshops on leadership development and diversity, improving the knowledge, skills, competencies, and abilities of all library workers. Dawes has written or edited books, book chapters, and articles and presented on a variety of topics at local, national, and international conferences. Dawes earned his MLS from Rutgers University and has two additional Master's Degrees in Educational Leadership and Educational Administration from Teachers College, Columbia University.

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#### **Presentation V**

##### **Title: Working abroad as a Library & Information Science (LIS) Professional: Opportunities, Challenges, and Coping Strategies**

**Abstract:** The theme of librarians serving abroad and/or establishing careers in countries where they're not native has not been extensively discussed in the literature, yet many LIS professionals have successfully transitioned into careers / roles as "international librarians". This panel attempts to capture these experiences and will discuss both opportunities and challenges as well as coping strategies that could be used to mitigate the challenges. Examples will be drawn from panelists who have moved from developed countries to work in developing countries, as well as those who have moved from developing countries to work in developed countries. The discussion will reveal that as much as some similarities exist between these two scenarios, they can also be very different. The session will end with a brief discussion on international perspectives of Diversity, Equity, Inclusion & Accessibility (DEIA) issues in libraries.

##### **Moderator/Panelists:**

Dr. Peggy Nzomo currently works as Specialist for International Library Initiatives at the Mortenson Center for International Library Programs at the University of Illinois, USA. Her research interests include among others, multilingual information access, information literacy, international and comparative librarianship, computational linguistics, natural language processing, and information seeking behavior. She is passionate about connecting users with the information they need and facilitating collaborations and partnerships amongst LIS professionals around the world. Dr. Nzomo holds a PhD in library and Information Science from Western University, Canada; an MLIS from McGill University, Canada, and a masters in French translation from Kent State University, USA.

Leslie Kuo (she/her) is a librarian and designer. She grew up as a child of immigrants in the United States and is now an immigrant herself in Germany. At the Public Library System of Pankow, Berlin's largest borough, she is the 360° Agent for the library's diversity process in the Program 360° – Funds for New City Cultures of the German Federal Cultural Foundation. She is a Standing Committee Member of the IFLA Section Library Services to Multicultural Populations and Coordinator of the Working Group on Diversity and Equity in VÖBB, the Association of Public Libraries in Berlin. She holds a bachelor's degree from Yale University and an MALIS from the Humboldt-Universität zu Berlin.

Anne (Ani) Heaton Petrak works as the coordinator of the American Center in the Ústí Regional Library (Czech Republic), where she coordinates international library cooperations between the Ústí region and the U.S. Embassy, between the Czech Republic and Germany. Additionally, she forms and supports cooperations between the library and various local organizations, leads school excursions, teaches English and Spanish, and produces educational content for youth. In 2022 she founded the first library feline therapy program in the Czech Republic, and is working to expand it into more activities with more species, as well as continuing education and professional development opportunities for animal assisted therapy professionals in the region. She holds a Bachelor of Science degree in Public Health and a Master of Public Health in Behavioral Sciences and Health Education from Saint Louis University in Missouri, USA as well as a TESOL certificate from Gonzaga University in Washington, USA.

Lan Gao is the Senior Subject Department Librarian at the Cleveland Public Library. She serves two terms (2019-2021, 2021-2023) as the Chair of IFLA Library Services to Multicultural Populations Section (MCULTP). She also serves two terms (2017-2021, 2021-2025) as the American Library Association (ALA) Ethnic & Multicultural Information Exchange Round Table (EMIERT) liaison for IFLA MCULTP Section.