

A Festivus for the rest of us:

Perspectives on diversity in the Midwest

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Midwest Archives Conference

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#s103

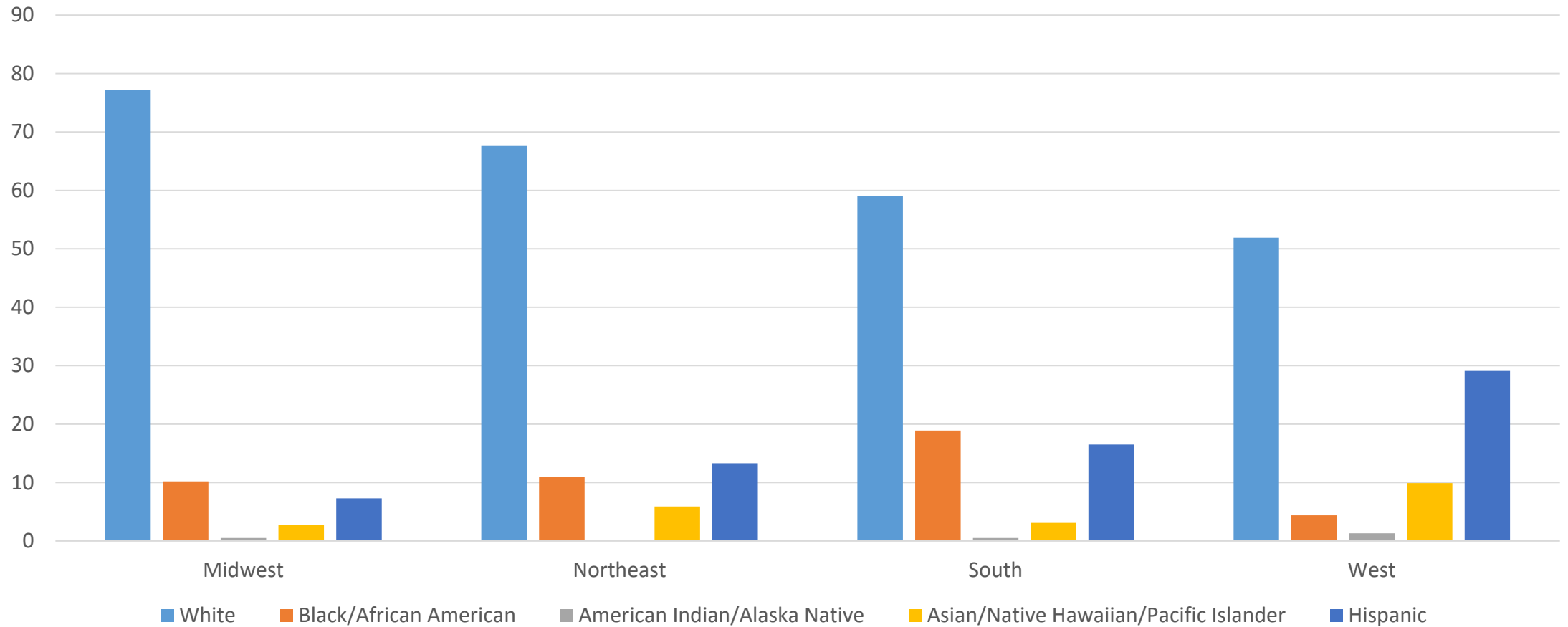
Who we are

Archivists of color sharing our experiences working or studying as archivists of color in the MAC region

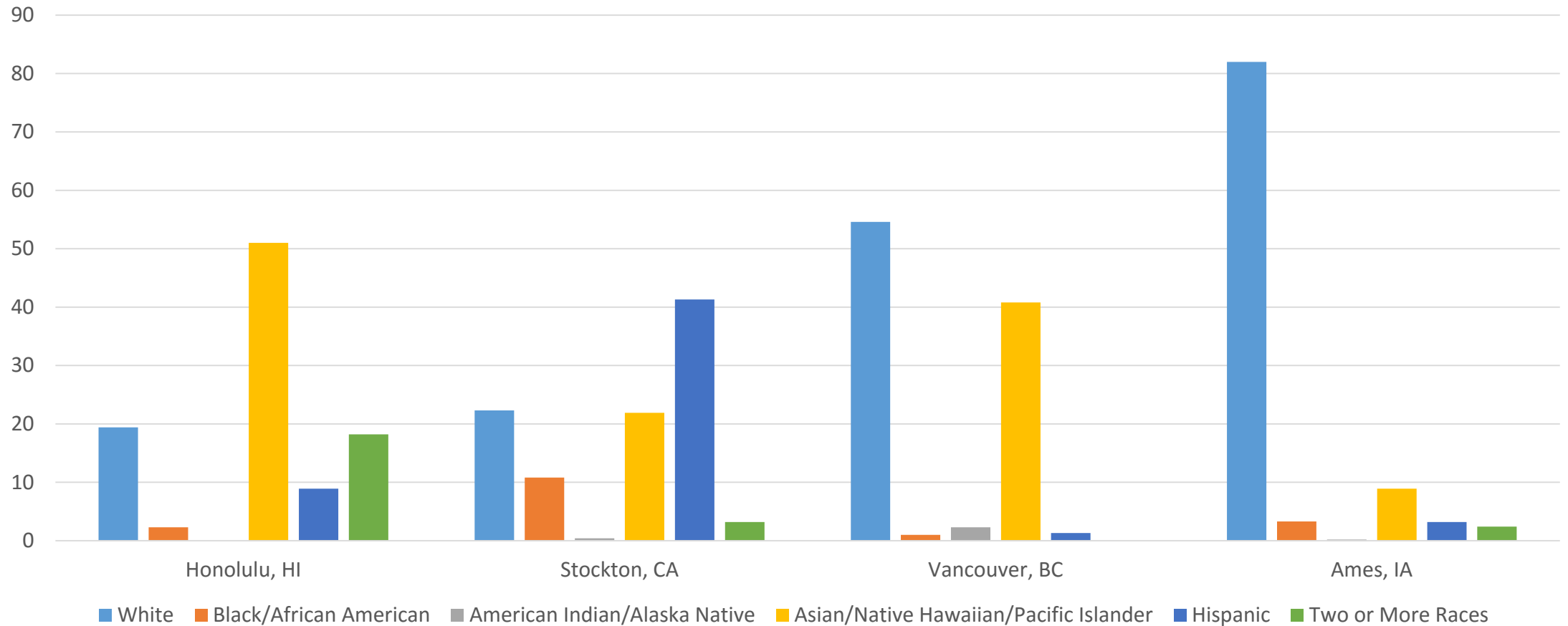
- Harrison W. Inefuku, *Iowa State University*
- Sasha Griffin, *Denison University*
- Aaisha Haykal, *Chicago State University*
- Harvey Long, *University of Wisconsin–Madison*

“This is the Midwest.
It’s not a very diverse region.”

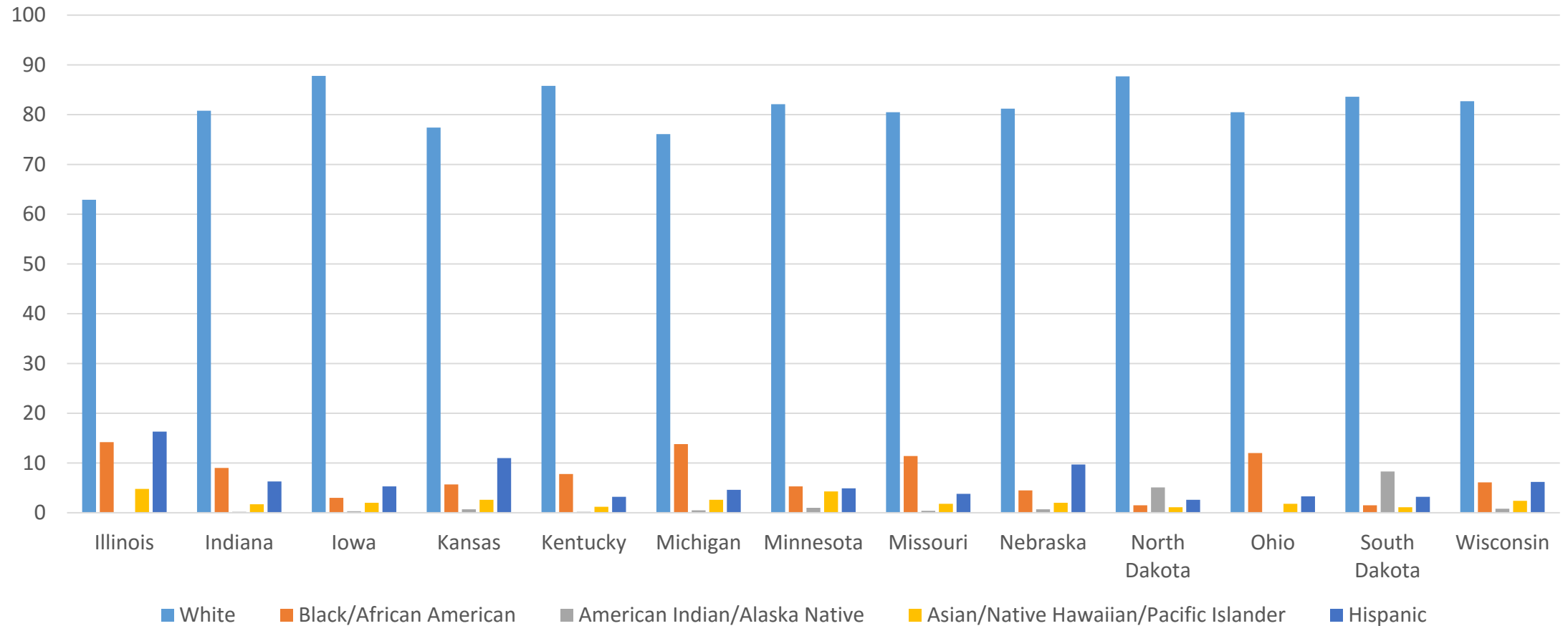
Race and ethnicity in U.S. Census regions



Race and ethnicity on my journey



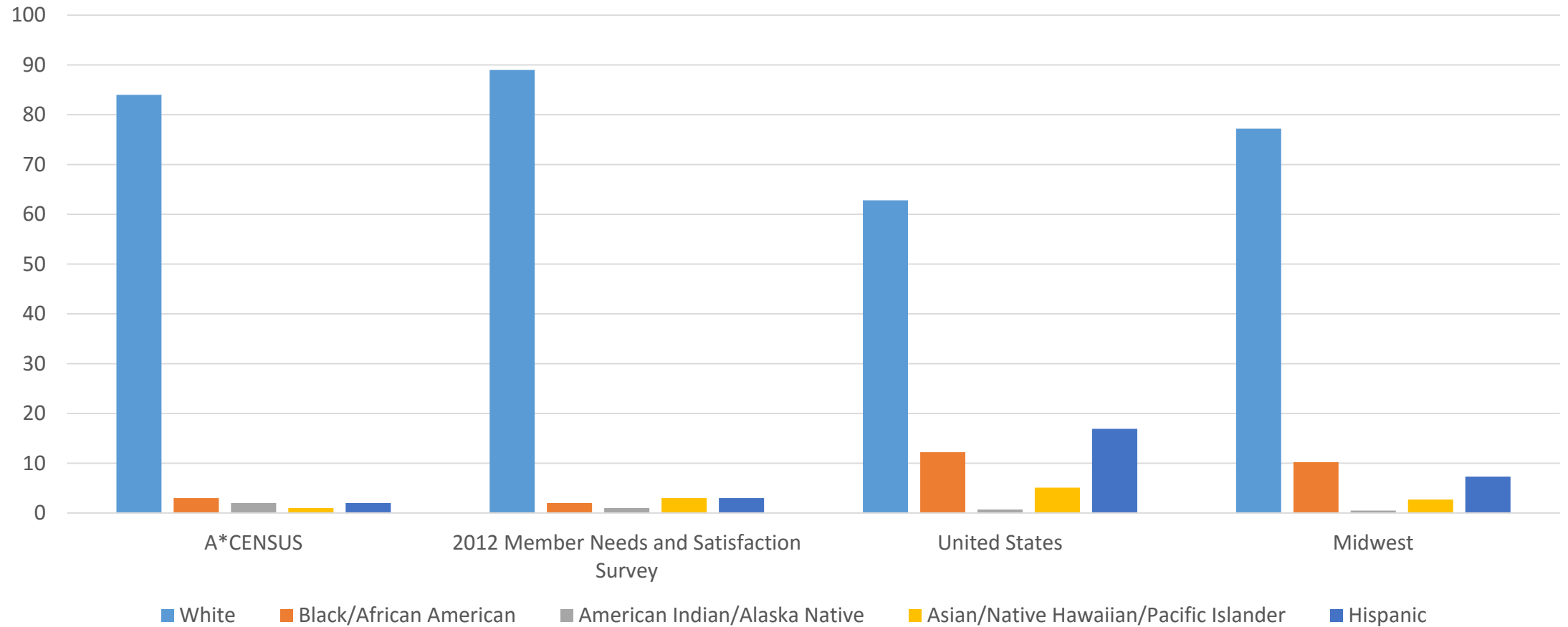
Race and ethnicity in the MAC region



Another perspective

- The Midwest is the most homogenous region in the United States.
 - 77.2% identify as White, non-Hispanic
 - Put another way, 22.8%, or **over 1 in 5**, identify as non-White and/or Hispanic
- Iowa is the most homogenous state in the Midwest
 - 87.9% identify as White, non-Hispanic (Iowa)
 - 12.1%, or **over 1 in 10** people in Iowa are not White and/or Hispanic

Archival and societal demographics



Diversity, inclusion and MAC

From the Strategic Plan:

- Membership—Increase the number, diversity, and retention of members.
 - Explore ways to increase diversity on MAC standing committees, task forces, and working groups. In addition to broadening member perspectives on committees, this will bring more diverse and experienced leaders to the attention of the Nominating Committee for future slates of candidates.
 - Conduct a “Who are we?” census at regular intervals to better understand the makeup and needs of our membership.
 - Conduct a campaign with the goal of increasing, and diversifying, and retaining membership.

“Networking and collaborating at conferences and through committee work can go a long way to redress the isolation that many librarians of color experience at their home institutions.”

Tarida Anantachai, Latrice Booker, Althea Lazzaro and Martha Parker. “Establishing a Communal Network for Professional Advancement among Librarians of Color.” In *Where are all the librarians of color?: the experiences of people of color in academia*, edited by Rebecca Hankins and Miguel Juarez. Sacramento: Library Juice Press, 2015.

Our goal

To identify a community of MAC members dedicated to discussing diversity issues within our profession and fostering inclusivity in our geographic region.

Sasha Griffin

Being an Archivist of Color

Aaisha Haykal



**“I don’t care if you’re
white, black, brown, or
purple. I treat everyone
the same.”**

Chris Bourg, Director of Libraries, MIT.

<https://twitter.com/mchris4duke/status/720698392607899649>

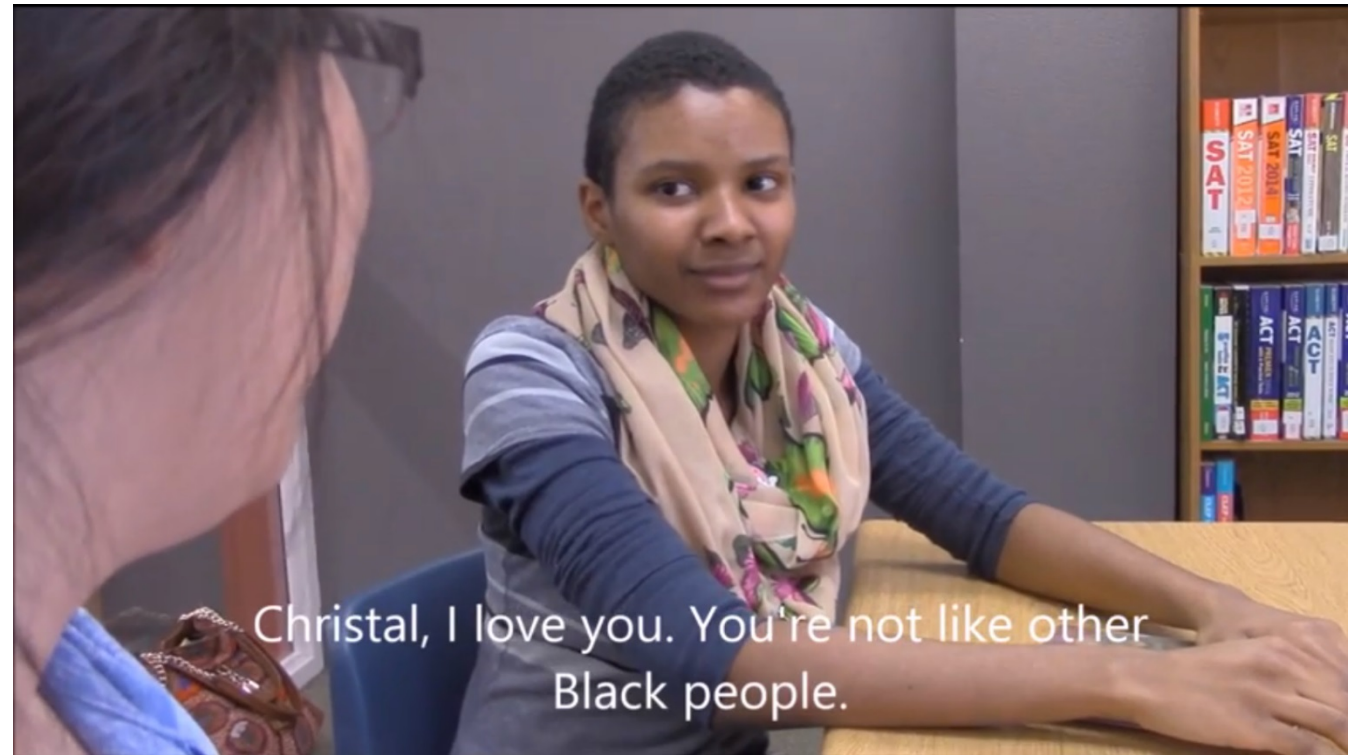
What are Microaggressions?

- Often they are not meant to hurt the other person's feelings
- However, the accumulation of them over the years build up
- “Racial microaggressions are brief and commonplace daily verbal, behavioral, or environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial slights and insults toward people of color.” - [“Racial Microaggressions in Everyday Life”](#)
- Now can be extended to other identities, sexuality, class, religion, education level



From who do AOC face microaggressions from?

- Co-workers
 - (example of “unprofessional hair” “too loud” “should not collect that music”)
- Supervisors
 - (being seen as a “prop” see we are diverse)
- Donors
 - (example with donor “sweetie” and “off color jokes”)
- Board of Directors/Advisory Board Members
- Professional Organizations
 - (example of “allowed to be on diversity related things” “no depiction on marketing materials” or tokenism)
- Conference Sites
 - (historical location, LGBT Bill in NC, police brutality in FL, IL, SC)
- Fellow students
 - (example of classroom setting “urban population” “troublemakers” “why do we have to learn about diversity”)
- Patrons/Researchers



<http://www.blackgirldangerous.org/2015/03/qraftish-youre-not-like-black-people-flower-crowns-anti-black-micro-agressions-ep-3/>

LIS Microaggressions Poster SAA 2015

<https://twitter.com/lismicroaggress/status/635512401379459072>

[@LISmicroaggress](#) on Twitter

Started working at
an gov. archive
got handed a 1950's
bio form that asked
me to select a
skin color.
What shade of brown
am I? ^{Sad but} true

Hiring and Job Offers

- Pressures of being first-generation college graduate
- Family responsibilities
 - Limits job prospectus
 - Children
 - Parents
- African, Black, and Eastern cultural traditions and relationship with family

Are we doing enough?

NO!

<http://lj.libraryjournal.com/2015/11/collection-development/defining-diversity-in-libraries-charleston-conference-2015/#>

Do we accept the position?



<http://donnadrewsawyer.com/?p=78714>

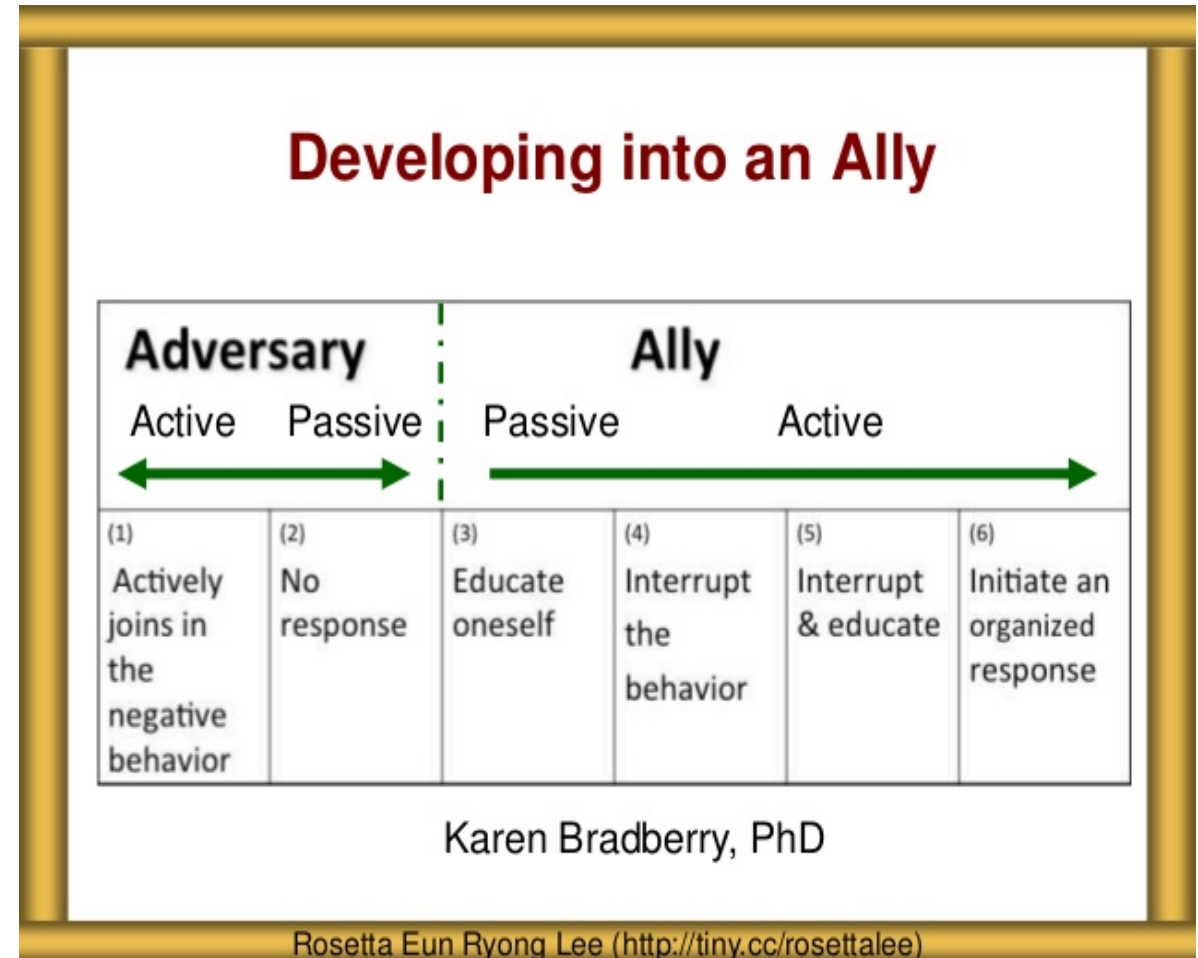
- Things to consider
 - Hair salons/barber shops
 - Grocery/food choices
 - School options for children
 - History of the community/state that the job is at
 - i.e. sundown towns, police brutality
 - History of the university
 - i.e. relationship with the ethnic communities, student demographics, international political stance
 - Distance from family
 - Demographics of the staff

Library/Archives School Programs

- Curriculum is European based
- Voices of minority students are sometimes silenced
- Being forced to “represent” your [insert description]
- Don’t address issues of intersectionality
- Incorporation of other field theories
- Demographic
 - Role of online programs, possibilities
 - Collaborating with HBCUs and HSIs
 - Dual Degree programs
- Cultural Competency
- ALA Accreditation and SAA Guidelines

How can you be an ally?

- Engage in dialogue with people underrepresented communities
- Know that it is not about your feelings and
- Engage with materials and programming throughout the year not just during the “months”
- Review your collections, what stories are missing, who is not there
- Address microaggressions when you see them happening
- Investigate complaints quickly and sensitively
- Cannot be objective or neutral as a profession



Resources

- Alabi, Jaena. “Racial Microaggressions in Academic Libraries: Results of a Survey of Minority and Non-Minority Librarians.” *Journal of Academic Librarianship* 41(2015): 47-53.
https://www.atla.com/Members/programs/libtools/Documents/Alabi_Racial%20Microaggressions%20in%20Academic%20Libraries.pdf
- LISMicroaggressions Tumblr
 - LISmicroaggressions.tumblr.com
 - @LISmicroaggress on Twitter
- In the Library with the Lead Pipe
 - <http://www.inthelibrarywiththeleadpipe.org/>
- #ArchivesSoWhite Intro & Bibliography
 - <https://issuesandadvocacy.wordpress.com/2016/04/18/archivessowhite-intro-bibliography/>

Harvey Long

Q & A



ArchivesFest

Session Evaluation Form Available @

bit.ly/MAC16-Session-Eval-Form

or

**complete paper copy
and turn in at back of room**

Clockwise from upper left: Festival goers dance at Summerfest, 1984, Milwaukee Public Library Historic Photos; PrideFest Milwaukee parade heads to Veterans Memorial Park, 1995, Archives Dept., University of Wisconsin – Milwaukee Libraries; Papa Lou leads woodwind band at Festa Italiana, 1983, Milwaukee Public Library Historic Photos; & Indian Summer Festival at Henry Maier Festival Park, late 1980s (?) Archives Dept., University of Wisconsin – Milwaukee Libraries