• Welcome & Introductions
  o Our President, Anita Crawford, welcomed everyone and highlighted both new and returning Steering Committee members (Rachel Miller, Lisa Allgeier, Nia Thimakis, Kalyn Shields, and Shirley Mason) as well as the LDD leadership team (Vice President Krista Regester, Secretary Rhiannon George, and Past President Nay Keppler).

• Discussion of Readings: Anti-Racism and Bias
  o "Anti-racism is not a noun or an identity, but it is instead a daily & ongoing practice of identifying and eliminating racism from the 'inside-out' so that we can live fully in our humanity." -- via Instagram @MoniqueMelton
  o The following questions are based upon this article on the simple question an anti-racist company asks their job applicants.
    - What are our definitions of diversity?
      - Some stated that diversity was the acknowledgement of difference, but that it had to be paired with the action of inclusion – giving people the space to be their full selves.
    - What barriers and “limit to access” have we witnessed in our institutions?
      - Some answers included but were not limited to: where job advertisements are posted and what recruitment efforts are being made in diverse or marginalized communities, asking one’s race, gender, or ability on an application, bias based upon one’s name, place where you live, presence of a criminal record, dates of education, or gaps in employment.
    - What are some questions that should never be asked in a job interview?
      - Some answers included but were not limited to: where are you really from? Do you have children? (If pregnant,) when are you due? What is your religion/marital status/political affiliation? How many days have you not worked due to illness? What was your previous salary? Why did you leave your last job? Or any questions that make the assumption that everyone has had a positive library experience or equal access to the library.
    - What are some questions that should be asked in a job interview?
      - Some answers included but were not limited to: asking someone their pronouns instead of making assumptions, asking how the candidate has handled racist/discriminatory comments from library customers, ask what someone’s management style is like to see if they take a “one size fits all” approach or if they acknowledge that staff come from a variety of backgrounds and experiences and need support in different ways.
    - What are some ideas that could create a more inclusive interview process?
      - Some answers included but were not limited to: changing the approach from hiring someone for a “culture fit” to hiring someone for a “culture add,” get rid of any degree requirements for positions if learning can be done on the job, get rid of requirements for lifting a certain amount of weight if it’s not actually
required to do your daily job, perhaps conducting phone interviews for a pre-interview and a different approach (keeping in mind biases and assumptions that may come up with only hearing someone’s voice).

- The following questions are based upon this LifeLabs Learning document on the sections titled “So what can we do as leaders in our organization?” and “Manager 1-1 guide.”
- How do you take care of yourself so you are more prepared to support others? How do you encourage your staff to do this? (Oxygen Mask idea)
  - Some answers included but were not limited to: taking breaks, using the snooze function on Outlook if not deleting it entirely on the weekends or end of workday, and using the Marco Polo app.
- In what ways have you acknowledged the Black Lives Matter Movement and systemic racism issues surrounding our world and minds to your staff? How has your system done this? Is there more you are trying to do?
  - Some answers included but were not limited to: doing self-reflection, leading conversations in your workplaces, reading antiracist books and talking about them with other staff, reading through this Racial Equity Action Plan manual, listening to relevant podcasts like Come Through with Rebecca Carroll, exploring relevant sites like The Diversity Gap.
- What ideas do you have to make your 1 on 1’s different moving forward? How are you going to create a safe space?
  - Some answers included but were not limited to: doing 1-1 meetings outside on picnic tables and benches, and making space for any trauma responses and doing breathing exercises.

- **MLA Educational Grant**
  - Don’t forget that MLA’s Educational Grants Award Application’s deadline is July 15th. Grants of up to $100 are available for workshops, conferences and pre-conferences. Scholarship grants for library science courses and undergraduate courses at all levels qualify for awards up to $500, based upon available funds and the number of applications. Visit mdlib.org or email nkeppler@bcpl.net for more information.

- **Events**
  - Don’t forget that RAIG’s Black Authors Matter event takes place 7/14 at 3 PM. Free to MLA members, $18.75 for non-members. Learn more here.
  - Ibram X Kendi on “How to be an Antiracist” on 7/20 at 7 PM EST. Free. Learn more here.

- **Allyship vs. Comrade vs. Accomplice**
  - “I can only see white people as business partners or comrades. The concept of an ally is useless to me. Because for allies to exist, there would need to be enemies. So for white allies to exist, there would still need to be white supremacy. If white supremacy never existed, you wouldn’t be my ally. You would be my friend. But right now, I don’t need you to be my ally. ‘Ally’ is optional and often self-serving. I need you to be my comrade. And that will involve you having to fight wars I may never see. The biggest war, being the one you are at with yourself. The smallest war, being white supremacy. I cannot fight this war for you. But it would mean the world if you gave it your everything. Kill the beast inside you before it kills me next.” Via Instagram @theslumflower
One discussion response included: “it doesn’t matter what you call yourself, as long as you’re getting the work done.”

Check out this Instagram post on Performative Allyship. Discussion included putting one’s money where one’s mouth is, having discussions with racist family members, and engaging in self-reflection to stray away from performative allyship.

- **Additional Resources**
  - Reduce Another Person’s Stress
  - Common Mistakes Made by Allies
  - Black Lives Don’t Need White Allies

- **Leaders Who Library Book Club Selections FY21**
  - September 10, 2020: Such a Fun Age by Kiley Reid
  - November 12, 2020: Biased: Uncovering the Hidden Prejudice That Shapes What We See, Think, and Do by Jennifer L. Eberhardt
  - January 14, 2021: You’re Not Listening: What You’re Missing and Why It Matters by Kate Murphy
  - March 11, 2021: Grit: the Power of Passion and Perseverance by Angela Duckworth

- **Division Updates**
  - MLA Conference is confirmed to be hosted virtually
  - There is a CRAB article about the Leading From Home series – check it out at mdlib.org.
  - The Mentorship program LDD previously worked on is pivoting
  - We will need to discuss nominations for Vice President and Secretary for FY22.