Social Justice & Libraries Guide 2017

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Social Justice &
William H. Hannon Library

A Quick Guide to (a few) Social Justice Concepts
WELCOME

What is this quick guide for?

This quick guide will introduce terms relating to social justice, specifically those related to the 2017 library retreat. Additionally, these terms will be defined and examples provided for deeper understanding. Feel free to print this guide and refer to it during future conversations.

How do I learn more about social justice?

There are many resources online to help you develop your understanding of social justice, especially in libraries. A list of websites, guides, and handbooks for social justice education is located in each section of this guide. A quick Google search will also assist you in finding activist and social justice resources.

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A Quick Word about our Campus

One thing to note when considering social justice, equity, and access in libraries is the populations served. Very often, policies and strategies for improving library services begin with acknowledging underserved and dominant populations. The library mission is to foster excellence in academic achievement through an array of distinctive services that enable learners to feed their curiosity, experience new worlds, develop their ideas, inform their decision-making, and inspire others. These services are driven by the library’s culture of collaboration and its attention to learner experience sustained by immersion in campus communities of practice. In its work, the library exemplifies principles of the Jesuit and Marymount traditions, supporting education of the whole person, meeting others where they are, promoting critical inquiry and reflection, and striving for continuous improvement.

Who is LMU?

Student Population
- 6,126 Undergraduates
- 2,061 Graduates
- 8,187 Total

Undergraduate Numbers
- 2,134 Bellarmine College of Liberal Arts
- 1,529 College of Business Administration
- 1,195 Frank R. Seaver College of Science and Engineering
- 952 College of Communication and Fine Arts
- 644 School of Film and Television

Ethnicity of Undergraduate Students
- American Indian/Alaska Native (0.1%)
- African-American (11%)
- Asian (8%)
- Native Hawaiian/Pacific Islander (0.2%)
- Multirace (10%)
- Hispanic/Latino (21%)
- White, Non-Hispanic (44%)
- International Students

From 2012 ITS Survey (423 Student Respondents):
- 43.5% of student respondents used the Info Commons computers once a month or more per semester
- 16.78% of student respondents used the online Get Help or Ask a Librarian chat once a month or more per semester

From 2014 NSSE Report (random sample of 100 Seniors): 3.49 mean hours during a typical week are spent doing community service or volunteer work

From Assessment Advisory Committee survey (random sampling of 125 Seniors): 30.89% demonstrated competent leadership

From Assessment Advisory Committee survey (random sampling of 100 Seniors): Over 46% had proficient knowledge on civic action and reflection
Social Justice

Definitions:

1. Expression coined in the 1840s by Jesuit priest and philosopher Luigi Taparelli d’Azeglio (an ardent conservative) to describe the tension between the rights of individuals and the rights of individuals in a society.

2. Embodies the vision of a society that is equitable and in which all members are physically and psychologically safe. Social justice also demands that all people have a right to basic human dignity and to have their basic economic needs met.

3. A concept that encompasses more than representation and diversity, and is generally understood to refer to the ability of all people to fully benefit from social and economic progress and to participate equally in democratic societies.

Additional Resources about Social Justice

- Advancing Social Justice : Tools, Pedagogies, and Strategies to Transform Your Campus by Tracy and Laura M. Harrison
- Jon Greenberg’s Curriculum for White Americans to Educate Themselves on Race and Racism – from Ferguson to Charleston
- Teller, Malcom’s The Black Lives Matter Reference Guide
- White Institutional Presence: The Impact of Whiteness on Campus Climate
- The Disability Project
- Theoyangcopley: What Disability Justice Has To Offer Social Justice

Social Justice in Libraries and Memory Institutions

- April Hathcock’s At The Intersection
- Ina Fourie and Anika Meyer’s Role of libraries in developing an informed and educated nation
- Mallon, Melissa’s Inclusivity and Social Justice
- Ursula Gorham et al. Perspectives on Libraries as Institutions of Human Rights and Social Justice
Microaggressions

**Definitions:**

1. Statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination against members of a marginalized group such as a racial or ethnic minority.

2. 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.

**Examples of Microaggressions:**

Asking a student "what are you?" due to their skin color.

"You don't speak like a normal Black person!"

"You don't speak Spanish!?"

"You seem a bit old to be a student!"

Telling someone with a disability “You look so normal!”

**Additional Resources about Microaggressions:**

- [Addressing Microaggressions for people with disabilities via Bustle](https://www.bustle.com/articles/246292-addressing-microaggressions-for-people-with-disabilities)
- [University of Arizona’s Diversity and Inclusiveness in the Classroom Booklet](https://www.arizona.edu/academicaffairs/diversity)
- [Microaggressions Matter](https://www.theatlantic.com/health/archive/2014/02/microaggressions-matter/353931/)
- [Racial Microaggressions in Everyday Life by Derald Wing Sue et al](https://www.rand.org/pubs/research_papers/RPF1895.html)
- [Racial Microaggressions at the University of Illinois by Stacy Anne Harwood et al](https://www.chicagouniformed.org/stories/racial-microaggressions-at-the-university-of-illinois-by-stacy-anne-harwood-et-al/)
- [Microaggressions Tumblr](https://microaggressions.tumblr.com/)
Stereotype and Stereotype Threat

Stereotype Definition:

1. Overly simplified conceptions, images, or beliefs about individuals and specific social groups. Popular stereotypes rely on assumptions, are often mistaken for reality, and usually have negative connotations.
2. A preconceived and oversimplified idea of the characteristics which typify a person, situation, etc.; an attitude based on such a preconception.

Stereotype Threat Definition:

1. Decreases and declines in performance and success that are caused by the knowledge and pressures of cultural stereotypes.
2. Situational predicament in which people are or feel themselves to be at risk of conforming to stereotypes about their social group. This feeling can cause poor performance, performance anxiety, underachievement, and disengagement.

Examples of Stereotyping:

- Millennials only communicate using text messages.
- African-Americans are more athletic than other groups.

Examples of Stereotype Threat:

- Spencer, Steele, and Quinn (1999) found that when women were reminded of the (untrue) stereotype that “women are poor at math,” they performed more poorly on math tests than when they were not reminded of the stereotype.
- African-American students not answering questions in class as they are afraid of being perceived as too loud or boisterous.

Additional Resources about Stereotyping and Stereotype Threat:

- Prejudice and Stereotyping by Theresa Vescio and Kevin Weaver.
- The librarian stereotype: deconstructing perceptions and presentations of information work edited by Nicole Pagowsky and Miriam Rigby.
- Thin Ice: Stereotype Threat and Black College Students by Claude M. Steele.
- Reducing Stereotype Threat website.
Unconscious Bias also known as Implicit Bias

Definition:

1. Social stereotypes about certain groups of people that individuals form outside their own conscious awareness
2. Bias that we are unaware of, and which happens outside of our control. It is a bias that happens automatically and is triggered by our brain making quick judgments and assessments of people and situations, influenced by our background, cultural environment and personal experiences
3. The positions we hold about others that are influenced by past experiences, forming filters that cause conclusions to be reached, about groups or ethnicities, by ways other than through active thought or reasoning
4. The phenomenon in which stereotypes, positive or negative, influence decisions and behaviors without the individual consciously acting on the stereotype or being aware that he or she is doing so. Moreover, UB can occur even when individuals know or believe the stereotype to be false

Examples of Unconscious Bias:

- Assuming women cannot work in technology or leadership positions
  Resumés with ethnic sounding names pushed down in the selection for interviews
- Some team members, who arrive late to a meeting, are welcomed and given a brief update on what transpired prior to their arrival. Other team members, based on a racial, gender, generational or other differences, receive only a fleeting glance from the leader, subtly conveying a message of admonishment with no welcome or update offered

Additional resources about Unconscious Bias:

- Cook Ross, Inc. “Unconscious Bias Workbook”
- How Unconscious Bias Affects Everything You Do via Fast Company
- Examining Our Unconscious Bias and Perceptual Lens Presentation by Britt Gamble
- Unbiasing via Google re:Work
- Understanding Unconscious Bias and Unintentional Racism by Jean Moule
- University of California San Francisco Office of Diversity and Outreach Unconscious Bias
- The Real Effects of Unconscious Bias in the Workplace by Horace McCormick
- The Insidiousness of Unconscious Bias in Schools by Seth Gershenson and Thomas S. Doe


Hathcock, April. *At the Intersection.* [https://aprilhathcock.wordpress.com/recommended-reading/](https://aprilhathcock.wordpress.com/recommended-reading/).


“LMU By the Numbers.” *Loyola Marymount University Facts and Figures*, 15 Nov. 2016, [http://www.lmu.edu/about/factsfigures/](http://www.lmu.edu/about/factsfigures/)


