

How to Talk About Race

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- The Charlotte Mecklenburg Library's mission is to improve lives and build a stronger community, and our vision is to be the essential connector of a thriving community of readers, leaders and learners.



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- The Office for Diversity, Literacy and Outreach Services drives activities supporting equity and inclusion as fundamental values of the association.



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Goals for Today

1

Explore race & racism

2

Understand
microaggressions

3

Understand the power
of literature &
storytelling to explore
themes relating to race

4

Prepare participants for
conversations/book
discussions about topics
relating to race

Intersectionality

The belief that we must consider all the intersections of identity, privilege and oppression that people face.

Identity Wheel





Race is not biological. It is a social construct.

Resource to explore:

<https://www.nytimes.com/roomfordebate/2015/06/16/how-fluid-is-racial-identity/race-and-racial-identity-are-social-constructs>

Disproportionality
in Systems

Child Welfare

Criminal Justice

Economic

Education

Employment

Housing

Law Enforcement

Media

Healthcare/Mental Health/Substance Abuse

Access to Technology

Lived Experiences

“Drawing on lived, first-person experience, phenomenology is the attempt to analyze and understand the very structures of human experience and consciousness.” - Michael Stevenson, Goethe-Institute New York



FOR PEOPLE WHO STILL DON'T THINK



Framing refers to the ways that we use elements of worldview to give meaning to an issue or social problem.

- Why is it relevant to frame things? How does this help move a conversation forward?

Using Ground Rules

Post

- Post the ground rules somewhere visible.

Agree

- Obtain agreement from the group - add to the rules as needed.

Challenge, Enforce
and Revisit

- Challenge, enforce and revisit ground rules during discussions/conversations.

Managing the Discussion

“Thank you for sharing. Would anyone else like to share or comment?”

“Let’s unpack that.”

“What I’m hearing is _____.
Is that correct?”

“In the interest of time we are going to move on.”

- ...It’s okay to sit in the silence and give people space.

Scenarios

While discussing *The Hate U Give*, the conversation turns to the character Khalil and how he is portrayed by the media as “dangerous”. Someone in the group brings up the fact that Khalil did have a connection with “gangstas”.

- ...how do you manage the discussion?



Program Opportunities

Community Read

Community Conversations

Teen Summit

Guest Speakers and Presenters

Book Discussions

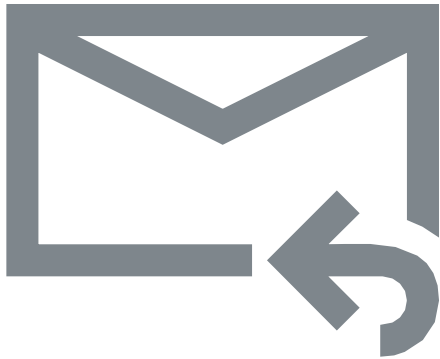
Displays

Film Series

Helpful Reminders

- Try to link discussion points to the *systems of racism and oppression*
- Acknowledge your privilege
- Don't expect a person of color to be your personal race resource
- Respect confidentiality
- Facilitate with another person
- Own up to mistakes and do not focus on "fixing" everything

Questions? Concerns?



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