Breaking Barriers: A Comprehensive Guide to Diversity, Equity, and Inclusion Training for the Oakland Public Library Commissioners

Key strategies for implementing successful diversity, equity, and inclusion training for the Oakland Public Library Commissioners.

Image courtesy of Antoni Shkraba via Pexels

As the Oakland Public Library Commissioners strive to create a more inclusive and equitable environment for all, exploring options for diversity, equity, and inclusion training is essential. With various training formats available, from on-demand to in-person partial and full day sessions, the Commissioners can choose the best option to meet their organization's specific needs.

Racial equity training for library commissioners can include webinars, workshops, and other professional learning opportunities. These trainings can help library staff and commissioners understand how to reduce racial barriers and improve outcomes for all patrons and staff. [1, 2, 3]

On-Demand Training

On-demand training offers a flexible and convenient way for busy professionals to access diversity, equity, and inclusion education. Through online platforms and resources, Commissioners can engage in training at their own pace and schedule. One of the advantages of on-demand training is its accessibility, allowing individuals to learn from anywhere at any time. By exploring on-demand options, the Commissioners can ensure that all staff members have the opportunity to participate in training, regardless of their schedules.

In-Person Partial Day Training

In-person partial day training provides a more interactive and hands-on learning experience for participants. This format allows for real-time feedback and group discussions, enhancing the overall impact of the training. By engaging in face-to-face sessions, Commissioners can foster a sense of connection and collaboration among staff members. Organizations that offer in-person diversity, equity, and inclusion training can tailor their programs to address the specific needs and challenges faced by the Oakland Public Library.

Full Day Training

Full day training sessions provide a comprehensive and immersive learning experience for participants. By dedicating an entire day to exploring topics such as unconscious bias, privilege, and microaggressions, Commissioners can delve deeper into complex issues and promote a more profound understanding of diversity and inclusion. Full day training allows for in-depth discussions and activities that can

facilitate meaningful change within the organization. By investing in full day training, the Commissioners demonstrate their commitment to fostering a diverse and inclusive workplace culture.

In conclusion, the options for diversity, equity, and inclusion training available to the Oakland Public Library Commissioners are diverse and varied. Whether through on-demand platforms, in-person partial day sessions, or immersive full day training, Commissioners have the opportunity to provide valuable education and resources to their staff members. By exploring these training options, the Commissioners can break down barriers, promote understanding, and create a more inclusive and equitable environment for all.

Nuts and Bolts of Training

<u>What should be included in diversity and inclusion training?</u>

Basic diversity training

- Anti-racism.
- Anti-sexism.
- Gender identities and sexual orientation education.
- Cultural sensitivity training.
- The multigenerational workplace.

<u>What is the average cost of DEI training?</u>

DEI Service	Pricing Range
Single instructor-led sessions	$500 – $30,000
E-learning modules	$200 – $5,000
Keynotes	$1,000 – $30,000
Quantitative research	$25,000 – $80,000

Opportunities for DEI Training

The Public Library Association has partnered with the Race Forward Government Alliance on Race and Equity to offer a free on-demand webinar focusing on reducing racial barriers in library practices. This webinar, originally presented on October 10, 2018, provides an overview of concepts and approaches libraries are implementing to create more equitable outcomes for all patrons and staff.

The webinar highlights case studies from the field, showcasing how libraries can improve service for everyone by addressing racial barriers. Participants will gain an understanding of why focusing on race is crucial for achieving equitable outcomes, learn about tools that support racial equity, and explore how libraries are applying these concepts to increase access and improve outcomes for patrons and staff of color.

Additional resources, including a slideshow and a downloadable publication on case studies from the field, are available for further learning. Panelists Gordon F. Goodwin and Andrew Harbison bring extensive experience in racial equity work to the discussion.

This free on-demand webinar is open to anyone interested in gaining insight into racial equity work in public libraries.

Training opportunities [1]

- **Berkeley Equity Training Series (BETS)**: A three-hour series of topical sessions led by subject matter experts and equity practitioners [1]
- **Advancing Racial Equity in Your Library**: An on-demand webinar from the Race Forward Government Alliance on Race and Equity (GARE) [2, 3]
- **Equity, Diversity & Inclusion**: On-demand webinars from the Public Library Association [4]

Racial equity resources [5]

- **Government Alliance for Race Equity (GARE)**: A resource that provides training, tools, and support to help combat racial inequities [5]
- **Digital Equity Toolkit for Rural Communities**: A toolkit of strategies and case studies to help bridge the digital divide [2]
- **Cultural Proficiencies for Racial Equity Framework**: A framework that suggests that racial equity can only be achieved through deliberate changes to political, economic, and social structures [6]

Notes:

[1] https://www.lib.berkeley.edu/about/equity-inclusion
[2] https://www.library.ca.gov/services/to-libraries/equity/
[3] https://www.ala.org/pla/education/onlinelearning/webinars/ondemand/racialequity
[4] https://www.ala.org/pla/education/onlinelearning/webinars/ondemand/edi
[5] https://sfpl.org/sites/default/files/2020-12/SFPL-Racial-Equity-Plan-V1_123120.pdf
[6] https://www.ala.org/sites/default/files/advocacy/content/diversity/ALA%20ARL%20Cultural%20Proficiencies%20for%20Racial%20Equity%20Framework.pdf