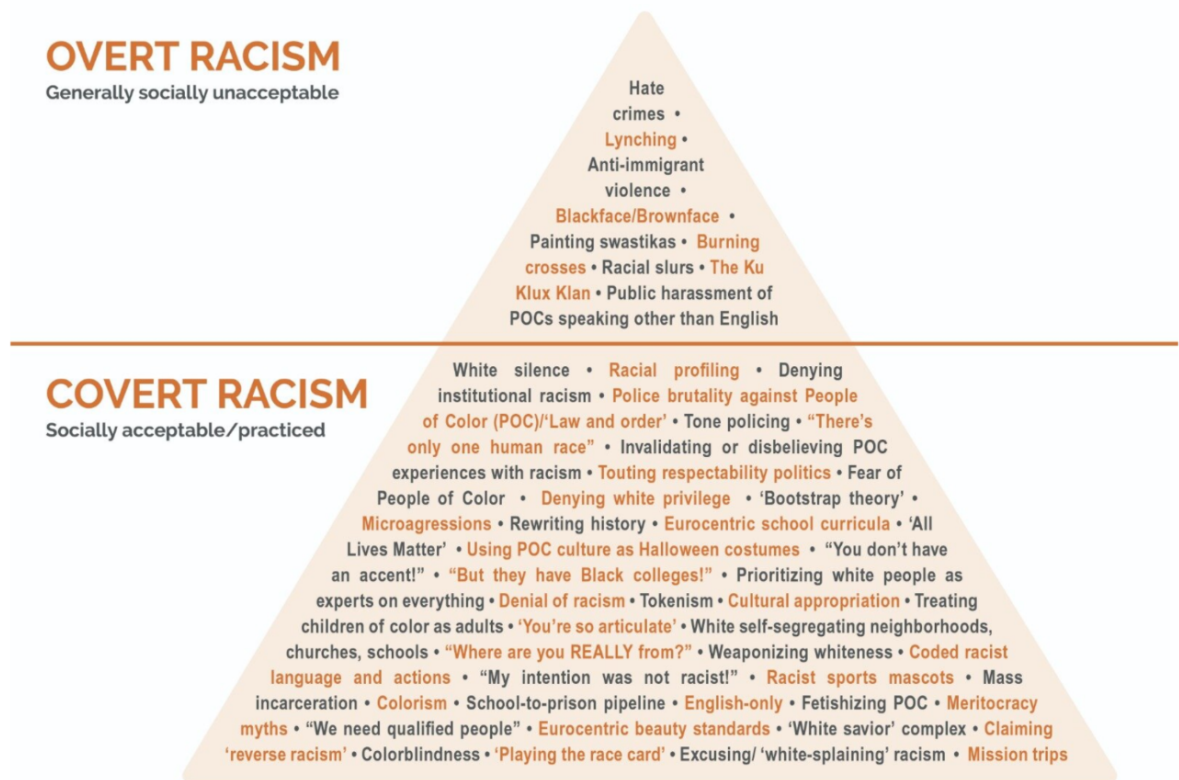# Radically Re-Envisioning LIS

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Decolonization as a framework of how we need to think critically and radically about LIS

- o [What It Means to Decolonize the Library](#)
- o [Reading Is Only a Step on the Path to Anti-Racism](#)
- o [Turning Antiracist Knowledge and Education into Action](#)

Racism Iceberg (same applies for all of the -isms / marginalized groups)

OVERT RACISM
Generally socially unacceptable

Hate crimes • Lynching • Anti-immigrant violence • Blackface/Brownface • Painting swastikas • Burning crosses • Racial slurs • The Ku Klux Klan • Public harassment of POCs speaking other than English

COVERT RACISM
Socially acceptable/practiced

White silence • Racial profiling • Denying institutional racism • Police brutality against People of Color (POC)/'Law and order' • Tone policing • "There's only one human race" • Invalidating or disbelieving POC experiences with racism • Touting respectability politics • Fear of People of Color • Denying white privilege • 'Bootstrap theory' • Microagressions • Rewriting history • Eurocentric school curricula • 'All Lives Matter' • Using POC culture as Halloween costumes • "You don't have an accent!" • "But they have Black colleges!" • Prioritizing white people as experts on everything • Denial of racism • Tokenism • Cultural appropriation • Treating children of color as adults • 'You're so articulate' • White self-segregating neighborhoods, churches, schools • "Where are you REALLY from?" • Weaponizing whiteness • Coded racist language and actions • "My intention was not racist!" • Racist sports mascots • Mass incarceration • Colorism • School-to-prison pipeline • English-only • Fetishizing POC • Meritocracy myths • "We need qualified people" • Eurocentric beauty standards • 'White savior' complex • Claiming 'reverse racism' • Colorblindness • 'Playing the race card' • Excusing/ 'white-splaining' racism • Mission trips

https://www.r2hub.org/library/overt-and-covert-racism

On Being Included

Ahmed, S. (2012). *On being included: Racism and diversity in institutional life*. Duke University Press.

- Diversity as a "policy mechanism to accommodate conflicting heterogeneity."
- "Happy Talk"

- Audit culture
- Excellence as a device

"To be welcomed is to be positioned as the one who is not at home. Conditional hospitality is when you are welcomed on the condition that you give something back in return… People of color in white organizations are treated as guests, temporary residents in someone else's home." (p.43)

What does it mean to be Radical?

"Radical simply means grasping things at the root." Angela Davis

We MUST be Radical.

How do we become/stay radical? → RADICAL RE-ENVISIONING
- Critical/Radical Self-Reflection
- Radical Hospitality, Love, Honesty, and Candor
  - Cooke, N. A. (2019). Leading with love and hospitality: applying a radical pedagogy to LIS. Information and Learning Sciences. https://www.emerald.com/insight/content/doi/10.1108/ILS-06-2018-0054/full/html
- Radical Empathy
  - Givens, T. (2021). *Radical empathy: Finding a path to bridging racial divides*. Policy Press.
- Cultural Competence
  - Cooke, N. A. (2016). *Information Services to Diverse Populations: Developing Culturally Competent Library Professionals*. ABC-CLIO / Libraries Unlimited. *Chapter 2.*
- Cultural Humility
  - Tervalon, M., & Murray-Garcia, J. (1998). Cultural humility versus cultural competence: A critical distinction in defining physician training outcomes in multicultural education. *Journal Of Health Care for the Poor And Underserved*, 9(2), 117–125.

Being Radical = Taking Action {aka Social Justice}
Duff, W. M., Flinn, A., Suurtamm, K. E., & Wallace, D. A. (2013). Social justice impact of archives: a preliminary investigation.

"These standards also apply to broader social aggregations such as communities and cultural groups. Violations of these standards must be acknowledged and confronted. It specifically draws attention to inequalities of power and how they manifest in institutional arrangements and systemic inequities that further the interests of some groups at the expense of others in the distribution of material

goods, social benefits, rights, protections, and opportunities. **Social justice is always a process and can never be fully achieved.**" (p. 225)

"Social justice is educating ourselves and others and taking action to change the status quo. Social justice is about giving voice to communities who have been forced into silence; social justice is about equity and equal access. **Social justice is about destroying systematic marginalization and privilege.**"

Social Justice happens on multiple levels
- o Micro
- o Meso
- o Macro

Cooke, N.A. "Librarians as active bystanders: Centering Social Justice in LIS Practice. In K. Haycock (Ed)., *The Portable MLIS: Insights from the Experts*. ABC-CLIO.

A Word (or Two) about Anti-Racism
- Anti-Racism for All Ages: https://padlet.com/nicolethelibrarian/nbasekqoazt336co
- *Tell Me Sweet Little Lies: Racism as a Form of Persistent Malinformation:* https://projectinfolit.org/pubs/provocation-series/essays/tell-me-sweet-little-lies.html
- *The Reservoir: A Chronicle for Collective Change:* https://sites.google.com/view/bakerlectures/the-reservoir-a-chronicle-for-collective-change

Reflection and planning
- What groups would you like to serve in your institution and in your community?
- What kinds of services do you see lacking in your library and in your community? How can you change that?
- How will you develop or improve your Radical Practice?
- What steps do you need to take to reach the place(s) you want to be?
- What can you do on Monday to start making changes?

The below (action oriented) questions from **Questions from Mariame Kaba, Abolitionist, Organizer, Educator (@prisonculture)**
- What resources exist so I can better educate myself?
  - ○ Try to find ones that are by and for impacted people that center lived experiences.
- Who's already doing work around this injustice?
- Do I have capacity to offer concrete support and help them?
- How Can I Be Constructive?