
Equity Matters in Community College Libraries: NCCCLA Equity Subcommittee Takes the Challenge

Brittany Champion, Pitt Community College

Colleen Kehoe-Robinson, James Sprunt Community College

Objectives

- ❖ To discuss the details regarding the NCCCLA Equity Subcommittee's Equity Statement
 - ❖ To brainstorm innovative ideas and action plans to cultivate an equitable space in community college libraries
 - ❖ To identify additional equity resources needed to support community college library professionals
-

**What does
equity look like
to you?**

**What does
equity look like
to your library?**

Brainstorming

Group work

- Met every week to discuss the statement and what we hoped the audience would perceive.
 - After completing the statement, meetings were held infrequently.
- Strategically established groups to better focus on segments of the statement
- Each meeting was spent covering every detail, down to the wording, formatting, and punctuation.

Partnership with the NCCCLA Executive Board

- Elizabeth Baker and Brittany Champion met with NCCCLA Board Members to share details, setbacks, or concerns.
-

Collaborating within the Committee

- Benefits to collaborative work included improving time management and limiting stress and independent work
 - Working in teams helped to build trust, understanding of individual strengths, and learning about practices at other NC community college libraries (CCL)
 - Communicating with groups, members were able to learn more about equity initiatives in other CCL and needs we had not addressed.
 - Those needs helped us to brainstorm action plans to produce after the Equity Statement development phase
-



Equity Subcommittee Statement



Equity Statement

North Carolina Community College Library Association (NCCCLA) seeks to raise awareness of the need to provide access to opportunities, resources, and support for all members of the communities we serve and to build a platform from which marginalized members of our communities can share their voices. All users have a right to feel safe in a welcoming environment that will foster opportunities for academic success and encourage integrity. We acknowledge equity, diversity, and inclusion as foundational principles of librarianship. It is critical for library communities to recognize and practice cultural awareness and condemn discrimination. NCCCLA will empower all library staff and our community partners to model and promote these principles in advancing issues of fairness and social justice. We remind our communities that libraries are for everyone, and we will continue to serve all users.

North Carolina Community College Library Association (NCCCLA) Equity Subcommittee facilitates the association's commitment to equity for North Carolina community college libraries. The subcommittee makes recommendations to the NCCCLA Executive Board and coordinates approved equity initiatives. These initiatives include advancement, recruitment, and retention; dignity and respect; and fair and supportive work environments for marginalized groups in the library profession. In addition, the subcommittee supports initiatives to promote social justice for members of our communities—both those served by and those serving in North Carolina community college libraries. Moreover, the subcommittee is guided by the following core values:

- Access—to resources, services, and opportunities that are fully inclusive of the diversity (including but not limited to: race, ethnicity, gender/gender identity/gender expression, sexual orientation, national origin, dis/ability, and economic status) embodied by our current and future NC community college library users.
- Action—to bridge equity gaps, raise awareness, and amplify the voices of marginalized groups through the development of practical frameworks, toolboxes, and best practices that member librarians can utilize in NC community colleges.
- Assessment—to make recommendations for data gathering, to analyze and evaluate the collected data, and to acknowledge successful initiatives and projects at member libraries and within the organization.
- Advocacy—to challenge orthodoxy, promote changemaking, and cultivate a culture of belonging, in collaboration with the NCCCLA Advocacy Committee, to benefit all NC community college libraries and the communities we serve.

[Link to Equity Statement](#)



Equity Subcommittee Statement



Equity Statement

North Carolina Community College Library Association (NCCCLA) seeks to raise awareness of the need to provide access to opportunities, resources, and support for all members of our communities we serve and to build a platform from which marginalized members of our communities can share their voices. All users have a right to feel safe in a welcoming environment that will foster opportunities for academic success and encourage integrity. We acknowledge equity, diversity, and inclusion as foundational principles of librarianship. It is critical for library communities to recognize and practice cultural awareness and condemn discrimination. NCCCLA will empower all library staff and our community partners to model and promote these principles in advancing issues of fairness and social justice. We remind our communities that libraries are for everyone, and we will continue to serve all users.

North Carolina Community College Library Association (NCCCLA) Equity Subcommittee facilitates the association's commitment to equity for North Carolina community college libraries. The subcommittee makes recommendations to the NCCCLA Executive Board and coordinates approved equity initiatives. These initiatives include advancement, recruitment, and retention; dignity and respect; and fair and supportive work environments for marginalized groups in the library profession. In addition, the subcommittee supports initiatives to promote social justice for members of our communities—both those served by and those serving in North Carolina community college libraries. Moreover, the subcommittee is guided by the following core values:

- Access—to resources, services, and opportunities that are fully inclusive of the diversity (including but not limited to: race, ethnicity, gender/gender identity/gender expression, sexual orientation, national origin, dis/ability, and economic status) embodied by our current and future NC community college library users.
- Action—to bridge equity gaps, raise awareness, and amplify the voices of marginalized groups through the development of practical frameworks, toolboxes, and best practices that member librarians can utilize in NC community colleges.
- Assessment—to make recommendations for data gathering, to analyze and evaluate the collected data, and to acknowledge successful initiatives and projects at member libraries and within the organization.
- Advocacy—to challenge orthodoxy, promote changemaking, and cultivate a culture of belonging, in collaboration with the NCCCLA Advocacy Committee, to benefit all NC community college libraries and the communities we serve.

North Carolina Community College Library Association (NCCCLA) seeks to raise awareness of the need to provide access to opportunities, resources, and support for all members of the communities we serve and to build a platform from which marginalized members of our communities can share their voices. All users have a right to feel safe in a welcoming environment that will foster opportunities for academic success and encourage integrity. We acknowledge equity, diversity, and inclusion as foundational principles of librarianship. It is critical for library communities to recognize and practice cultural awareness and condemn discrimination. NCCCLA will empower all library staff and our community partners to model and promote these principles in advancing issues of fairness and social justice. We remind our communities that libraries are for everyone, and we will continue to serve all users.



Equity Subcommittee Statement



Equity Statement

North Carolina Community College Library Association (NCCCLA) seeks to raise awareness of the need to provide access to opportunities, resources, and support for all members of our communities we serve and to build a platform from which marginalized members of our communities can share their voices. All users have a right to feel safe in a welcoming environment that will foster opportunities for academic success and encourage integrity. We acknowledge equity, diversity, and inclusion as foundational principles of librarianship. It is critical for library communities to recognize and practice cultural awareness and condemn discrimination. NCCCLA will empower all library staff and our community partners to model and promote these principles in advancing issues of fairness and social justice. We remind our communities that libraries are for everyone, and we will continue to serve all users.

North Carolina Community College Library Association (NCCCLA) Equity Subcommittee facilitates the association's commitment to equity for North Carolina community college libraries. The subcommittee makes recommendations to the NCCCLA Executive Board and coordinates approved equity initiatives. These initiatives include advancement, recruitment, and retention; dignity and respect; and fair and supportive work environments for marginalized groups in the library profession. In addition, the subcommittee supports initiatives to promote social justice for members of our communities—both those served by and those serving in North Carolina community college libraries. Moreover, the subcommittee is guided by the following core values:

- Access—to resources, services, and opportunities that are fully inclusive of the diversity (including but not limited to: race, ethnicity, gender/gender identity/gender expression, sexual orientation, national origin, dis/ability, and economic status) embodied by our current and future NC community college library users.
- Action—to bridge equity gaps, raise awareness, and amplify the voices of marginalized groups through the development of practical frameworks, toolboxes, and best practices that member librarians can utilize in NC community colleges.
- Assessment—to make recommendations for data gathering, to analyze and evaluate the collected data, and to acknowledge successful initiatives and projects at member libraries and within the organization.
- Advocacy—to challenge orthodoxy, promote changemaking, and cultivate a culture of belonging, in collaboration with the NCCCLA Advocacy Committee, to benefit all NC community college libraries and the communities we serve.

North Carolina Community College Library Association (NCCCLA) Equity Subcommittee facilitates the association's commitment to equity for North Carolina community college libraries. The subcommittee makes recommendations to the NCCCLA Executive Board and coordinates approved equity initiatives. These initiatives include advancement, recruitment, and retention; dignity and respect; and fair and supportive work environments for marginalized groups in the library profession. In addition, the subcommittee supports initiatives to promote social justice for members of our communities—both those served by and those serving in North Carolina community college libraries.



Equity Subcommittee Statement



Equity Statement

North Carolina Community College Library Association (NCCCLA) seeks to raise awareness of the need to provide access to opportunities, resources, and support for all members of the communities we serve and to build a platform from which marginalized members of our communities can share their voices. All users have a right to feel safe in a welcoming environment that will foster opportunities for academic success and encourage integrity. We acknowledge equity, diversity, and inclusion as foundational principles of librarianship. It is critical for library communities to recognize and practice cultural awareness and condemn discrimination. NCCCLA will empower all library staff and our community partners to model and promote these principles in advancing issues of fairness and social justice. We remind our communities that libraries are for everyone, and we will continue to serve all users.

North Carolina Community College Library Association (NCCCLA) Equity Subcommittee facilitates the association's commitment to equity for North Carolina community college libraries. The subcommittee makes recommendations to the NCCCLA Executive Board and coordinates approved equity initiatives. These initiatives include advancement, recruitment, and retention; dignity and respect; and fair and supportive work environments for marginalized groups in the library profession. In addition, the subcommittee supports initiatives to promote social justice for members of our communities—both those served by and those serving in North Carolina community college libraries. Moreover, the subcommittee is guided by the following core values:

- Access—to resources, services, and opportunities that are fully inclusive of the diversity (including but not limited to: race, ethnicity, gender/gender identity/gender expression, sexual orientation, national origin, dis/ability, and economic status) embodied by our current and future NC community college library users.
- Action—to bridge equity gaps, raise awareness, and amplify the voices of marginalized groups through the development of practical frameworks, toolboxes, and best practices that member librarians can utilize in NC community colleges.
- Assessment—to make recommendations for data gathering, to analyze and evaluate the collected data, and to acknowledge successful initiatives and projects at member libraries and within the organization.
- Advocacy—to challenge orthodoxy, promote changemaking, and cultivate a culture of belonging, in collaboration with the NCCCLA Advocacy Committee, to benefit all NC community college libraries and the communities we serve.

Moreover, the subcommittee is guided by the following core values:

- Access—to resources, services, and opportunities that are fully inclusive of the diversity (including but not limited to: race, ethnicity, gender/gender identity/gender expression, sexual orientation, national origin, dis/ability, and economic status) embodied by our current and future NC community college library users.
- Action—to bridge equity gaps, raise awareness, and amplify the voices of marginalized groups through the development of practical frameworks, toolboxes, and best practices that member librarians can utilize in NC community colleges.
- Assessment—to make recommendations for data gathering, to analyze and evaluate the collected data, and to acknowledge successful initiatives and projects at member libraries and within the organization.
- Advocacy—to challenge orthodoxy, promote changemaking, and cultivate a culture of belonging, in collaboration with the NCCCLA Advocacy Committee, to benefit all NC community college libraries and the communities we serve.

NCCCLA Equity Subcommittee Action Plans

Equity Statement

To create a statement that proclaims NCCCLA commitment to equity and support to those of marginalized groups.

Equity Collection Development

To encourage equity through print and electronic collection development

Transition into a Standing Committee

To better support equity initiatives and cultivate a shift inclusiveness in community college libraries

Equity Practices

Host Racial Equity Training

- Library administrations across the country are holding their teams accountable.
 - Partnering with state and national racial equity facilitators have helped to increase healthier, long standing relationships with their community.
-

Equity Practices

Partner with Community College Library Professionals

- Use this opportunity to learn what other library professionals are implementing in their libraries. Borrow initiatives and tailor them to fit your community's needs.
 - Evaluate your program outcome assessments to see what's working.
 - Actively seek guidance from equity teams on your campus to better support your community.
-

Equity Practices

Look at Your Community

- Take the time to listen and learn from your community users through your team.
 - Partner with your circulation team to learn more about items circulating.
 - Speak with reference librarians about research assistance requests.
 - Monitor the posts that are the most engaged on social media.
 - They're talking to you subtly telling you their needs and how to make the library more inclusive. Be sure to listen.
-

In What Ways Can NCCCLA Continue to Encourage Equity Practices in Community College Libraries?





Contact Information

Elizabeth Baker, Chair

bakere@carteret.edu

Brittany Champion, Vice-Chair

bnchampion711@my.pittcc.edu

Colleen Kehoe-Robinson, Member

ckehoe-robinson@jamesprunt.edu
