

DGPL COMMUNITY LISTENING GUIDE



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GOALS:

RGW WILL ASPIRE TO:

- Establish a working definition for equity
- Distinguish between equity and equality
- Establish a working definition for diversity, equity, and inclusion work
- Articulate the "why" for embarking on a DEI journey
- Establish a laserlike focus on listening to the expressed felt needs of the community as it pertains to DEI and how DGPL can support those needs more holistically
- Capture the expressed felt needs of the community to ensure a relevant and sustainable DEI journey for DGPL and its community



ESSENTIAL QUESTIONS:

PARTICIPANTS WILL GET CURIOUS ABOUT:

- What are the distinctions between equity and equality?
- What is DEI and how why is it a necessary journey for us?
- What is the origin and significance of DGPL taking a DEI journey?
- What are the ways that DGPL is currently complicit in promoting homogeneity, inequality, and exclusion?
- How can DGPL be instrumental in combating homogeneity, inequality, and exclusion?
- Who should DGPL be partnering with to obliterate inequities, and what should each partnership look like/produce?
- As DGPL is building its anti-racism journey, what elements of this process should be non-negotiable?
- Beyond listening, in what ways should DGPL include the community in its developed DEI journey?
- How does the "neutrality of library science" impact DGPL's services and/or DEI journey?

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ENDURING UNDERSTANDINGS:

PARTICIPANTS WILL CARRY AWAY THESE KEY CONCEPTS:

- DGPL deeply values hearing from the community and allowing its articulations to inform DGPL's development of its DEI work
- DGPL recognizes that neutrality can no longer be prioritized over the need to respond to inequities and systems that oppress
- While DGPL has taken measures to address inequities in its practices, DGPL still has work to do to continue to close the gap between its ideal beliefs and its actual implementation regarding DEI work, protocols, and procedures
- We must hold the tension between recognizing that when traditionally, historically, and traditionally marginalized people groups are centered, all tides rise, and recognizing also that the rising tide of traditionally privileged and entitled people groups should not have to be a driver for centering non-dominant culture
- The impetus for DGPL's development of a DEI journey is that the traditionally, historically, and intentionally marginalized people groups who DGPL serves develop a sense of full and holistic belonging as participants in the DGPL Community