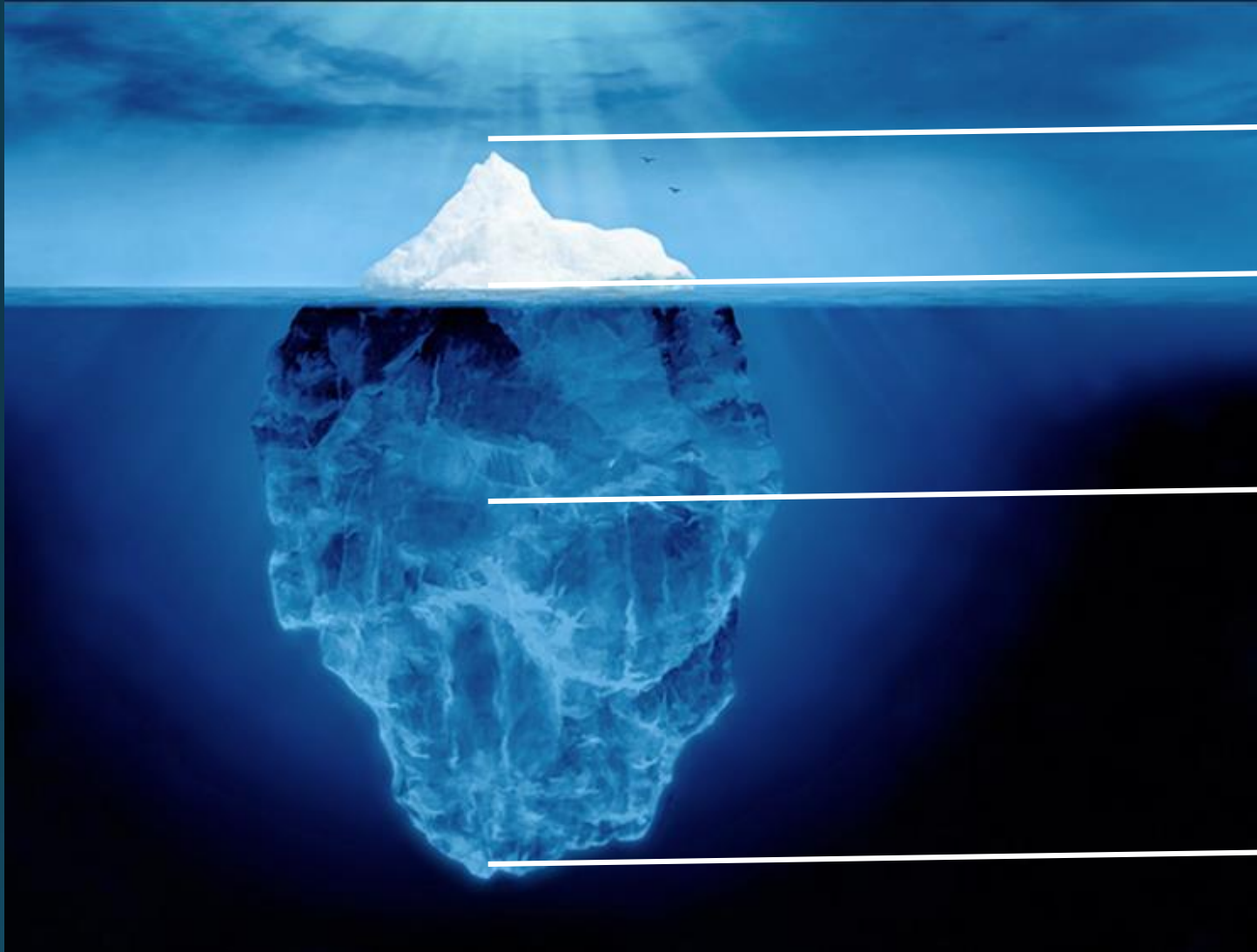


Rhonna Hargett

Diversity at MPL

Racism

When one group in society uses power to enforce their racial prejudices in such a way that they receive more benefits and privileges while the other groups receive fewer benefits and privileges.



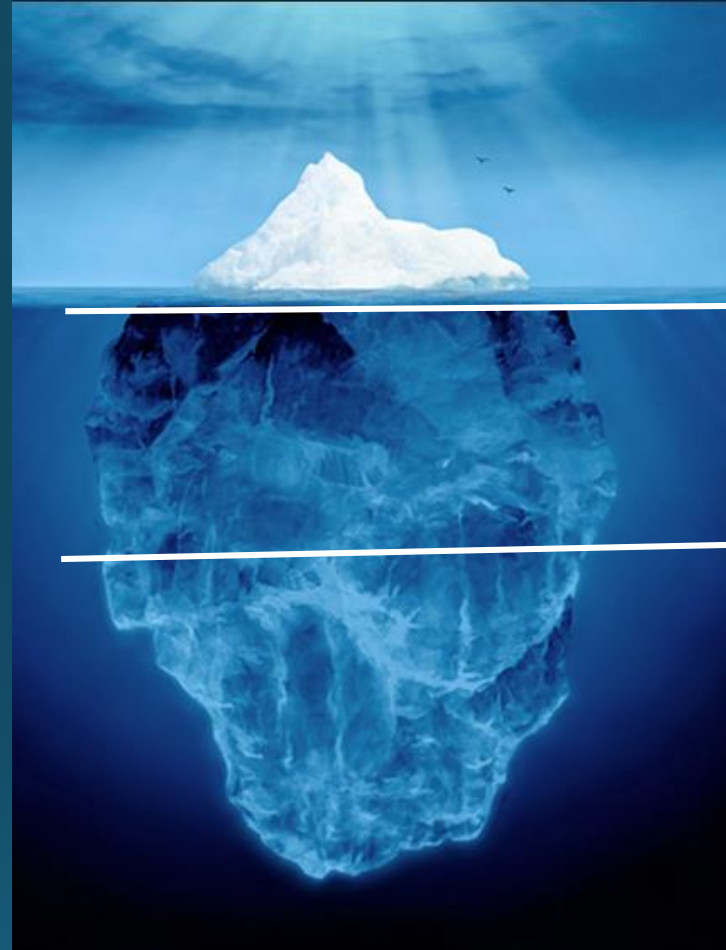
Oppressive Power

White Power

Identity Power

White Power

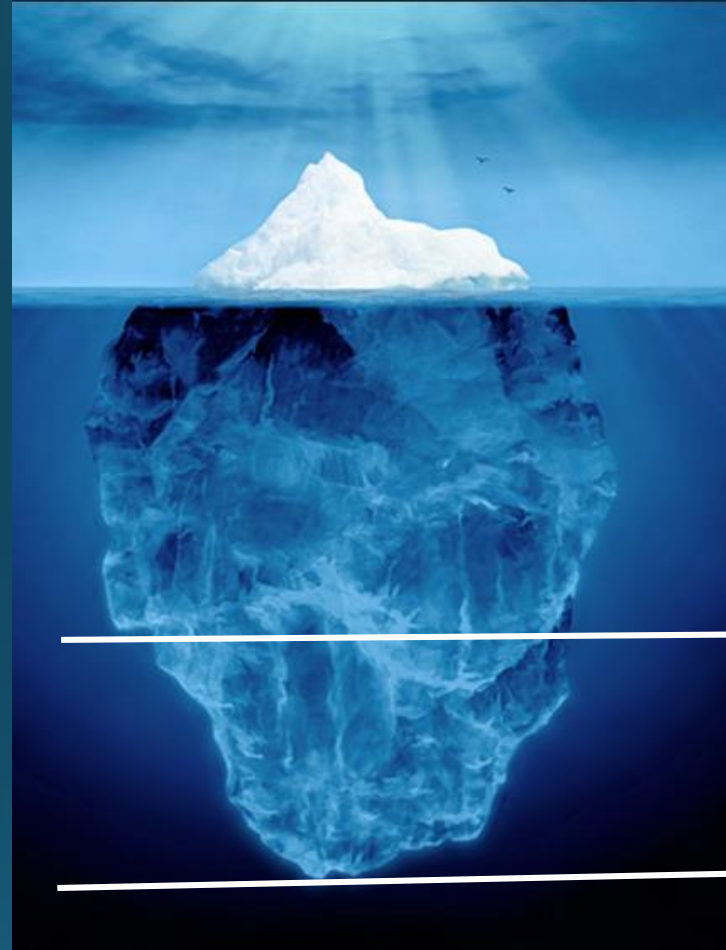
- G.I. Bill
- Homesteading
- Positions of Leadership
- Mentors
- Trust



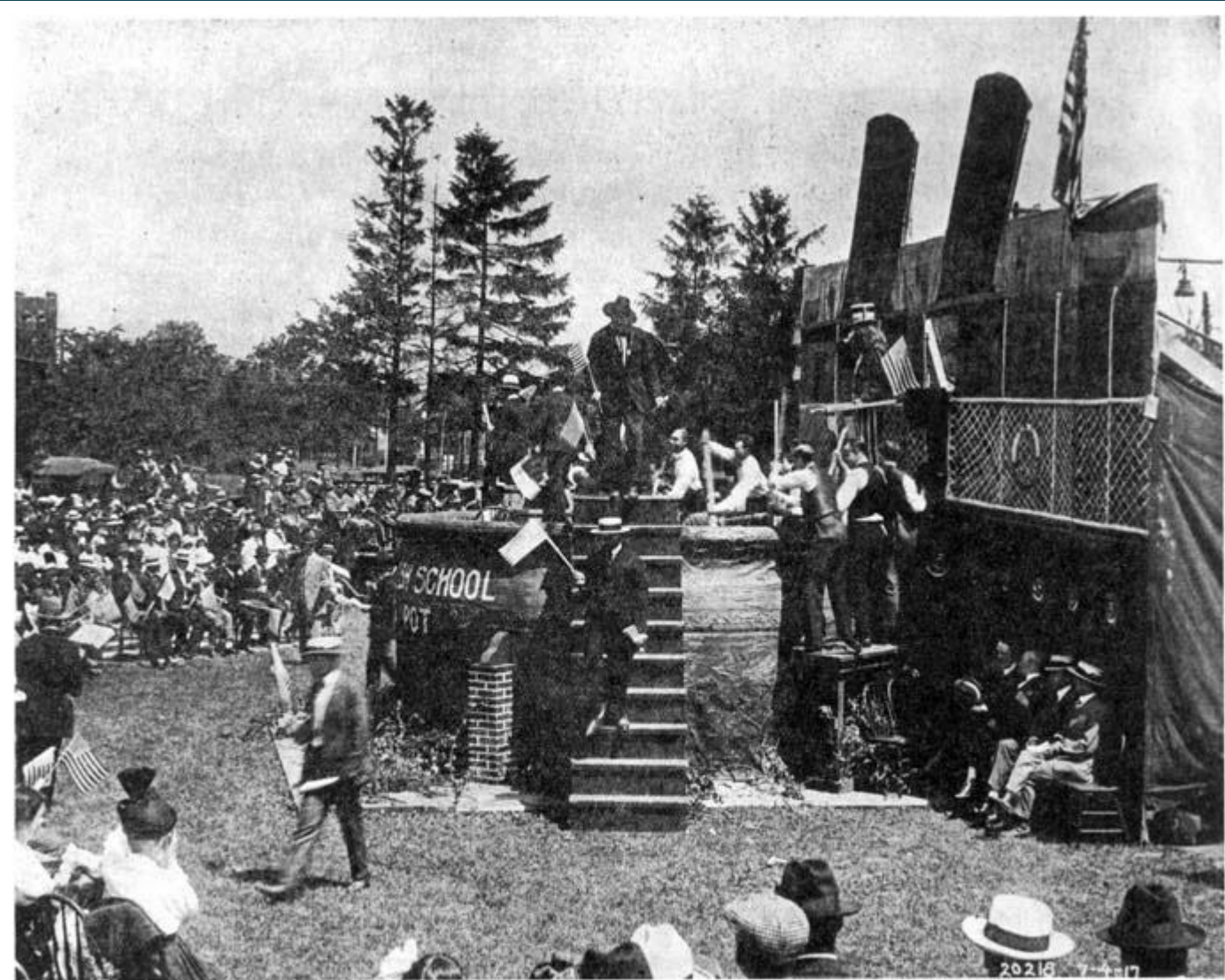
White Power

Identity Power

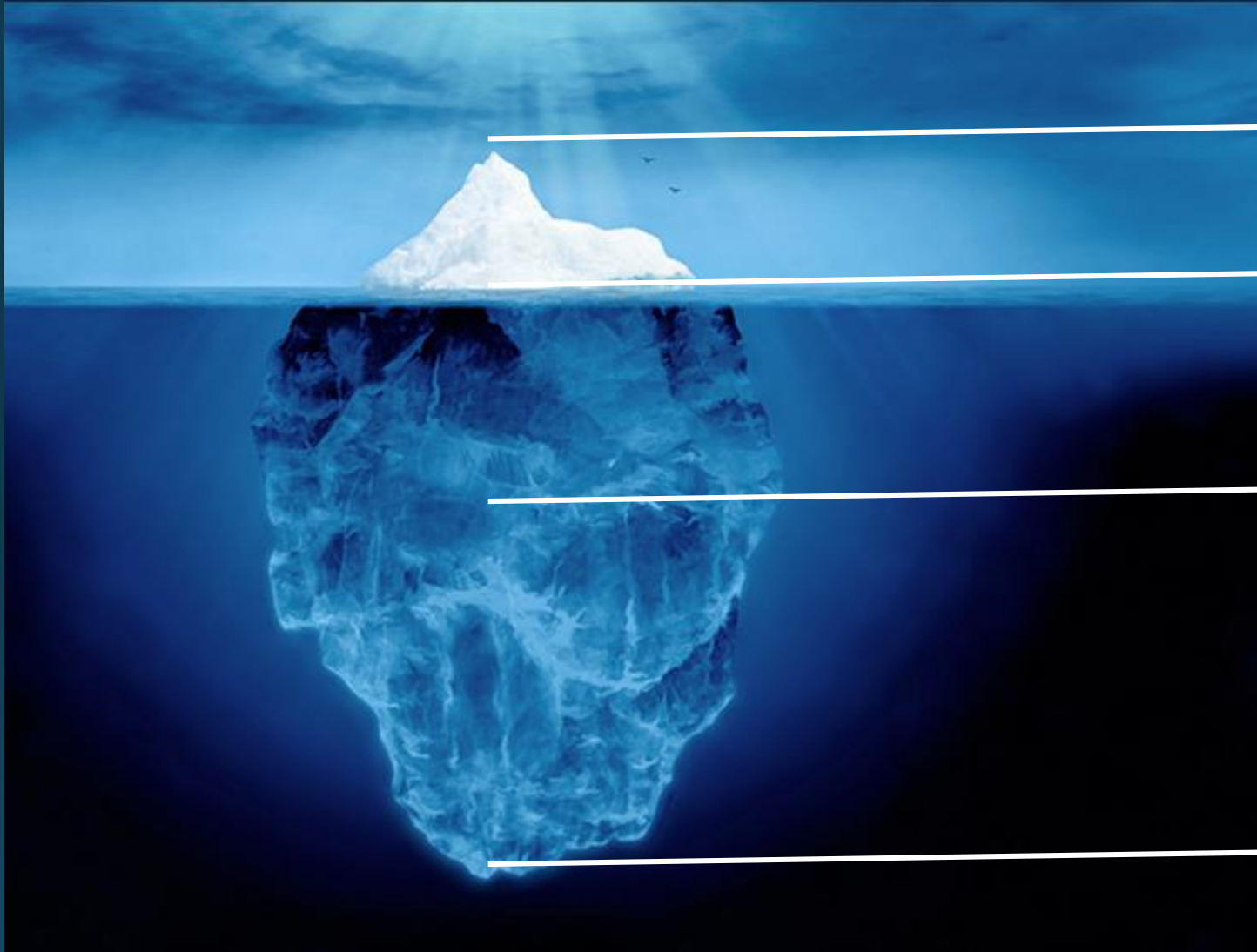
- Sense of Normal
- Sense of Rightness
- Guilt
- Entitlement



Identity Power



From the Collections of The Henry Ford



Oppressive Power

White Power

Identity Power

Bias

- Slow down
- Remember
- Question
- Look further
- Interact





Resources

- *Roots of Justice Training*
- *#ACT4TEENS: The Inclusive Library: More Than a Diverse Collection* by Julie Stivers & Sandra Hughes-Hassell, YALSA
- *Racial Equity in the Library: Where to Start?* WebJunction Article
- *TED Talk – How to Overcome Our Biases? Walk Boldly Toward Them* by Vernā Myers
- *When You're Accustomed to Privilege, Equality Feels Like Oppression* by Chris Boeskool