

Serving Diverse Virginia! A Library Orientation to New Virginians

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Virginia has a sizeable immigrant community, making up more than 12 percent of the state's total population. One in eight Virginia residents is an immigrant. One in six Virginia workers is an immigrant, while foreign-born entrepreneurs account for more than a fifth of the state's self-employed business owners.

The top countries of origin for immigrants were El Salvador (10.6 percent of immigrants), India (8.1 percent), Korea (5.4 percent), Vietnam (5.2 percent), and Mexico (5.2 percent).



Between 2000 and 2015, Chesterfield County's Latinx population grew by 234%

From Chesterfield County Demographic Report of the Chesterfield County Planning Department

Richmond's population expected to become 1/3 Hispanic, top 250,000 by 2040



Of minority groups, Latinos or Hispanics are among the fastest-growing. A report from the Virginia Employment Commission projected that they will make up close to 16 percent of Henrico's population by 2040, outpacing the population growth of African-Americans and Asians. African-Americans are expected to comprise 28 percent of the county and Asians, 14 percent.



Richmond Times-Dispatch

VIRGINIA'S NEWS LEADER

Why is Diversity, Equity, & Inclusion important for libraries?



The country's demographics are changing. Libraries are a key community partner in helping Immigrants acculturate, integrate, help with schooling and education, workforce development, and connect to resources that can help them and their communities.

Diversity vs. Inclusion

Diversity: Individual differences (e.g. personality) and group/social differences (e.g. race/ethnicity).

Inclusion: The active, intentional, and ongoing engagement with diversity in ways that increase awareness, content knowledge, cognitive sophistication, and empathic understanding of the complex ways individuals interact within systems and institutions.

What are you most aware of?

What has the greatest effect on how others see you?

What are your earliest memories of...

What themes were most relevant to you?

What has the greatest effect on how you see yourself?

What gives you power and privilege in society?

Social Identity

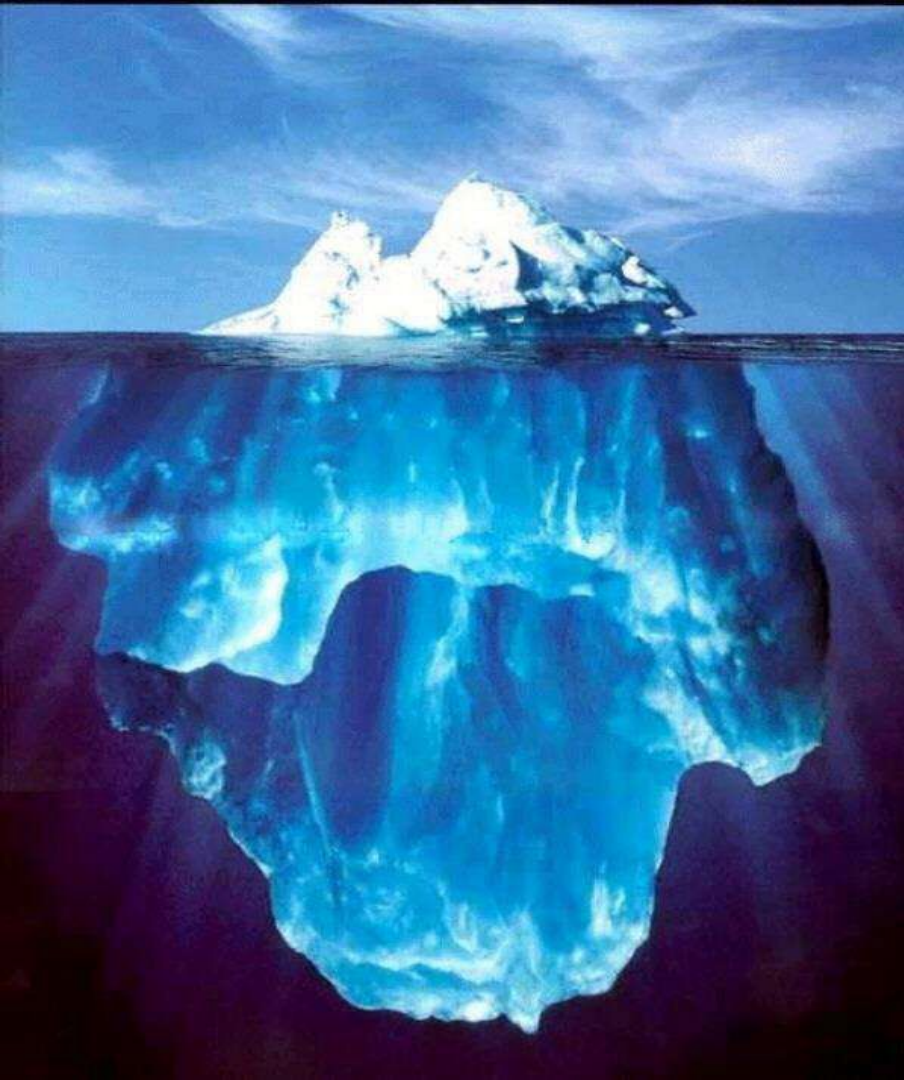
How in your group did themes differ?

What do you think about the least?

What has an effect on your decision making?

Bias

Bias is prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.



Conscious Beliefs

Unconscious Beliefs



What is Unconscious Bias??

Triggered by our brain making quick judgments

Happens Automatically

Bias that we are unaware of

Happens outside of our control

Influenced by background, cultural environment and personal experiences

What Unconscious Bias Look like

Similar to me effect- rating people similar to you more highly than others

Leniency bias- “in-group favoritism – objective rules applied flexibly, members of the “out -group” – objective rules applied by the book

Halo/Horns effect- generalizations from one aspect of a person’s performance are carried over to all aspects

Recall Bias- information that conforms to our stereotypes is remembered better

First impression effect- Making initial positive/negative judgment and allowing it to distort later assessments
Focusing on **personality characteristics** rather than underlying performance issues

Confirmation bias- a tendency to favor information that confirms their beliefs or hypotheses
Judging woman on performance while judging men on potential

What Unconscious Bias Look like

Cont.

● **Central tendency effect-**
Middle of the scale rating even when performance justifies a higher or lower rating

Stereotyping (Generalizing across groups and ignoring individual differences)

Negative and positive skew
(Rating people higher or lower than their actual performance)

Attribution bias (Attributing performance failings to factors not under the person's control)

The "I remember best what happened recently" effect

Contrast/subjectivity effect
(Comparing a person's performance to others rather than to objective standards)

Helpful Hints:

ONE: Learn how your own identities and bias may conflict or be perceived by others.

TWO: Recognize and disrupt microaggressions

THREE: Take responsibility for addressing discrimination and biases you encounter.

Stereotypes

What do
you
know?

What
have you
heard?

Microaggressions

Brief and commonplace daily verbal, behavioral, and environmental indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative racial, gender, sexual-orientation, and religious slights and insults to the target person or group” (Sue, 2007).

“Can occur by well intentioned, moral, and decent family members, friends, coworkers, neighbors, students, teachers, clerks, servers, employers, health care professionals, and educators” (Sue, 2010)

Microaggressions






NEW

VIRGINIANS

1619-2019 & BEYOND


Outreach, Diverse Programming, Collection Development, & Staffing

**Cook & Book Club:
Easy Mexican Recipes @ VA**

Monday, September 23rd, 7-8:30pm

In celebration of National Hispanic Heritage Month our Assistant Manager, Cristina Ramirez, will demonstrate how to make some easy Mexican dishes. Her guacamole, tacos and maybe even some enchiladas- will be delicious.


 Varina Library
1875 New Market Rd., Henrico VA | (804) 501-1980
henricolibrary.org/varina



ESL Conversation Café


Join us to practice English and a cup of coffee in a friendly setting.

- Newcomers are always welcome.
- This program is FREE, and registration is not required.
- Basic English skills are recommended.
- For ages 16 or older. Childcare is not provided.



2018 CAFÉ SCHEDULE

1ST TUESDAYS, 7 PM	2ND WEDNESDAYS, 7 PM	3RD WEDNESDAYS, 7 PM
Libbie Mill Library January 2, 2018 February 6, 2018 March 6, 2018 April 3, 2018 May 1, 2018 June 5, 2018 July 3, 2018 August 7, 2018 September 4, 2018 October 2, 2018 <i>no café in November</i> <i>no café in December</i>	Tuckahoe Library January 10, 2018 February 14, 2018 March 14, 2018 April 11, 2018 May 9, 2018 June 13, 2018 <i>no café in July</i> <i>no café in August</i> September 12, 2018 October 10, 2018 November 14, 2018 December 12, 2018	Sandston Library <i>no café in January</i> <i>no café in February</i> March 14, 2018 April 11, 2018 May 16, 2018 June 20, 2018 July 18, 2018
		Varina Library August 15, 2018 September 19, 2018 October 17, 2018 November 21, 2018 December 18, 2018

 henricolibrary.org/calendar

Libbie Mill 2002 Libbie Lake East St. • (804) 501-9140
Tuckahoe 1920 Starling Dr. • (804) 501-9110
Sandston 23 E. Williamson Rd. • (804) 501-0990
Varina 1875 New Market Rd. • (804) 501-1980

Diverse programming from partnerships with local organizations, support from Friends of the Library

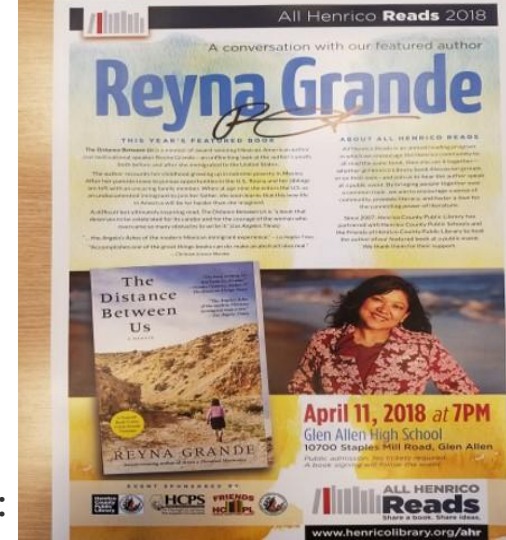
Latin Ballet of Virginia

Naturalization Information Session

U.S. Citizenship and Immigration Services will present information for legal permanent residents and interested naturalization applications. Topics covered: naturalization process and test; rights and responsibilities of U.S. citizenship.



U.S. Citizenship and Immigration Services



Talking About Race with Children

Workshop for child care providers. Researchers have found that children notice racial differences from a very young age. Being inclusive and celebrating our differences in a bias-free way can be difficult. Cara Jean O'Neal from Henrico County Public School's Office of Equity, Diversity, and Opportunity will share best practices on talking about race with children.

An African Culture Experience

In partnership with [The Next Star Arts Program](#), the Varina Library is hosting a day of African cultural experience. This family event will include a display of African artifacts, a Ghanaian dance instruction, drum circle and a panel discussion on Africans in the diaspora

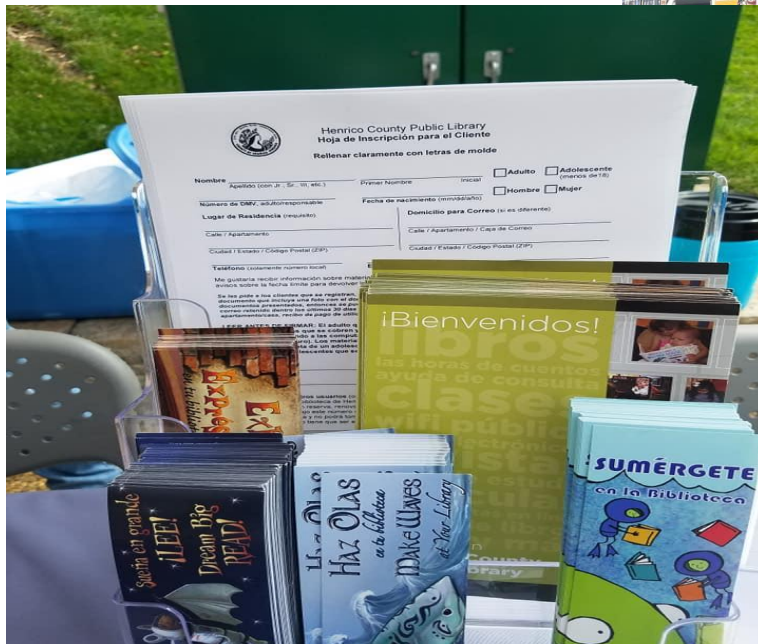
African Tales with Dylan Pritchett



LIBRARIES Exploring Immigrant Experiences

Henrico County Public Library (HCPL) won an Achievement Award from the National Association of Counties (NACo) for a moderated discussion of the experiences of residents who immigrated to Henrico. The discussion, called "Closing the Distance Between Us," was held in May as part of the 2018 All Henrico Reads event, which featured author Reyna Grande and her immigration memoir "The Distance Between Us." HCPL also won a NACo award for Sensory Storytime, an adaptive program that is designed for children of all abilities, particularly those with autism.

Outreach at Que Pasa Festival and Henrico Parks



Partner with local Spanish-language Latinx radio station to serve as the Henrico County Representative every month to bring library focused programs, activities, and news to the community

"Enfoque a la Comunidad"

Un programa con información local de eventos, servicios, entrevistas y participación **en vivo** de nuestra audiencia al 804-358-1380. Envía tu evento a 1380@wbtk.com

Todos los lunes a las 11am con repeticiones a las 5pm.

Gracias al patrocinio del Departamento de Manejo de Emergencias de Virginia.



Listo irginia
listovirginia.gov

Ideas from other libraries, systems, and LIS research

- *Develop Culturally Integrated Children's Programs**
- *Bridge cultures through literature, book clubs, ESL cafes, programs**
- *Create the Collections that will serve Immigrant families (diverse languages and characters), make displays**
- *Recruit diverse staff to Librarianship and staff positions**
- *Reduce barriers to professional development for diverse staff**
- *Offer continuing education for staff to better serve Immigrant patrons (language classes, cultural competency)**
- *Hire multilingual staff**
- *Create strategic partnership opportunities**
- *PR plan for community outreach and marketing**

What can you do at your Library?

In groups, come up with action items you can implement or suggest in your library to help welcome Immigrant library patrons



Identify organizations, non-profits, government agencies, for-profit businesses, and other organizations that can serve as community partners in better serving the Immigrant Communities in tandem with your library



Ideas & Suggestions for Further Exploration



Thank you!

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