Design for Learning 3 - Diversity

What is Diversity?
(Week 1 Lesson)
Welcome to Week 1!

This lesson includes:

- Advance Organizer for Week 1 (video, with transcript)
- What is Diversity? (reading, with challenge question)
- Diversity as a Key Action Area (reading, with challenge question)
- Reflection (activity)
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In addition to the back/next buttons at the bottom of each page, you can use the lesson menu (on the side or below, depending on your device) to move through the lesson.

Advance Organizer for Week 1

Video Transcript:
“D4L Diversity Module Week 1: Overview”
https://youtu.be/FNn1rMvRPbl

Boozhoo! Hello! This is Loriene Roy and I created this module for you.

This is the Advance Organizer for Week 1 of the Diversity Module.

Welcome to week 1!

This week we will start by considering some key concepts that will help you draft your definition and expand your observance and practice of diversity as an online learner and as an online teacher. This will help us ask and understand why diversity is important in online training. Since most of you are probably connected in some way to the information professions, especially libraries, we will focus our attention on diversity within those work settings.

What will you be doing?

First, your readings for this week will help you start or build on your knowledge about diversity. Start by looking at some documents created by the American Library Association’s (ALA’s) Office for Diversity, Literacy and Outreach Services (ODLOS). ALA’s Association of College & Research Libraries (ACRL) is known for creating useful standards and guidelines. We will also look at the ALA/ACRL 2012 “Diversity Standards: Cultural Competency for Academic Libraries.”
You will also hear another reference to WebJunction’s “Competency Index for the Library Field” that was introduced in the Foundation Module. You will have your first assignments for this module! Finally, I’ll leave you with some resources that you can explore about diversity at your leisure, now or in the weeks to come.

As far as your two assignments, I am asking you to first start by drafting your working definition for diversity. I predict you will return to this definition as you continue to redefine and revise it.

Second, please identify an online instruction resource and evaluate it in terms of the degree to which you think the resource agrees with ALA/ACRL’s “Diversity Standards.” I have given you a hint of where to start in locating online sources by providing a link to ALA/ACRL’s PRIMO (Peer-Reviewed Instructional Materials Online) Database. These sources are selected by members of an ACRL committee as outstanding examples of online training material. Of course, you are welcome to examine another resource of your choosing. Megwitch! Thank you! I hope you enjoy the work for this week! And I appreciate that you are part of the D4L community!

**What is Diversity?**

Each of us has a personal understanding of what diversity is. Being attentive to diversity, in most cases, involves learning about yourself and learning about others. Through this attention you can demonstrate respect, consideration, and a willingness to include other perspectives in the work you do for your learners. Diversity can refer to the range of characteristics we notice in people, including ourselves. We may notice someone’s physical appearance, their race or ethnicity, ancestry, beliefs, and economic status. We should remember, also, that diversity is not always apparent by physical appearance. We think of diversity in terms of the characteristics we share with others as well as the characteristics of people who may be different from ourselves.

You, yourself, may come from a diverse background. If not now, at some time in your life you might be a member of a diverse group since attributes such as your age, geographic location, and physical ability change over time. Even if you are not a member of an underrepresented and, often, underserved group, your library likely serves a diverse community.

Some learners find that defining terms helps to frame their learning. I am not going to set concrete definitions for you as I would like you to create your own definitions over time. You will, though, find useful information about diversity on the website of the American Library Association’s (ALA’s) Office for Diversity, Literacy and Outreach Services (ODLOS). You will find more content about diversity on the ALA ODLOS website. Take a look under “Resources” on the homepage. Remember that websites are continuously revised, so you might need to search this page. Currently, you will find “Outreach Issues Briefs,” content about “Resource Development...
Areas,” and “Toolkits.” Note that the “Strategic Planning for Diversity” document will have some definitions you might find useful.

Examining the list of people for whom ALA’s ODLOS advocates for helps illustrate how broadly we might consider those we serve under the name of diversity. These include:

- Historically disadvantaged racial and ethnic groups
- Those discriminated against based on gender or sexual identities and expressions
- Those from other protected classes including: age, religion, and disability status
- Those discriminated against based on nationality or language
- Those who experience socio-economic barriers
- People geographically isolated
- People experiencing hunger, homelessness & poverty
- Immigrants, refugees and new Americans
- New and non-readers

Challenge yourself!

1. ODLOS stands for . . .

A. The American Library Association’s Outgoing Division for Library Outsourced Services  
B. The American Library Association’s Office for Diversity through Length of Service  
C. The American Library Association’s Office for Diversity, Literacy & Outreach Services

Diversity as a Key Action Area

By being mindful of developing online training for our diverse communities we are not only guided to serve their needs, we also demonstrate that we support and advance the values of librarianship. ALA designates diversity as one of its eight Key Action Areas, along with literacy, intellectual freedom, education and lifelong learning, equitable access to information and library services, organizational excellence, advocacy for libraries and the profession, and transforming libraries. The profession’s increasing interest in diversity is seen through actions such as ALA’s establishment of a Task Force on Equity, Diversity, and Inclusion in 2014 and its continuing efforts in implementing recommendations from this taskforce. The final report of the Task Force includes definitions for terms including diversity, equity, and inclusion.

In the Foundation Module, you heard that WebJunction’s “Competency Index for the Library Field” included instructional design and online learning as required competencies for working in
many areas of librarianship. This document also refers to diversity as an essential personal/interpersonal competency for anyone who works in any position in any library. Thus, a competent library worker “pursues an understanding and embrace of individual and organizational diversity” and “recognizes, honors and responds appropriately to diversity and cultural differences.” The Index includes additional references to the need for attention to diversity in positions involving collection development, management, and public services.

This is a good time to mention the phrase cultural competency. Believing in cultural competency does not mean that you will know everything thing there is to know about other people. Learning about one’s one culture alone is a lifelong journey. Cultural competency refers to being able to work well with others, including those who are different from yourself.

We know the profile of the librarian workforce from data reported in ALA’s annual demographic study. For example, 81.0 percent of the survey respondents indicated that they were female and 86.7 percent described their race as White. Therefore, it’s important for library workers to prepare to work with and for their communities by striving to understand and reflect diversity.

**Challenge Yourself!**

2. Which of the following is NOT a Key Action Area of the American Library Association?

A. Diversity
B. Controlled retreat
C. Equitable access
D. Literacy

**Reflection**

In your workbook, draft your working definition for diversity.

Complete this sentence: Diversity is ______________.

Your working definition can be as brief as one word but please make it your own.
Summing up Week 1

To finish your work for this week:

Now that you are thinking about diversity, it is time for you to start to review how diversity is sought and expressed in library services.

- The next page lists resources for this week's content that you may find helpful.
- Then, you will reach the page for the end of this lesson.
- Return to the course page for the Diversity Module.
- Move on to Assignment 1, evaluating existing online instruction.
  - You'll be able to record your work on that assignment in your workbook.
  - Then share some of it in the discussion forum.

Additional Resources

For this week's instruction, you may find the following resources helpful.

References
Here are citations to sources mentioned in this module:


Additional resources

The following references may be helpful to D4L learners who wish to dig even deeper into the topic of diversity, especially as it relates to online education and instruction. I have included some video content for those of you who like hearing and seeing narrative, especially personal stories.

TED Talks (https://www.ted.com/talks)

TED is the acronym for technology, entertainment, and design. TED talks are video presentations of speakers addressing a wide range of topics and are taped before audiences. Note: you can see subtitles for the TED talks by clicking on the “Subtitles” icon. Then, select your preferred language. Similarly, you can also click on the “transcript” icon to receive a text version of the TED talk. You can type in search terms in the search box. Here are some TED talks I retrieved after I typed in “diversity.”

You will find some basic background on refugees in this 5 minute: 42 second TED-Ed talk:


If you would like to view another TED talk about refugees, you might view this 12 minute, 42 second video:


Here is a 14 minute, 1 second TED talk that can help you consider question such as: What role does ‘unconscious bias’ have in our lives? What is the merit paradox?

If you wonder how to talk about race, you might be interested in this TED talk:


**StoryCorps (https://storycorps.org/)**

StoryCorps, the national oral history project, is another excellent resource for hearing personal stories. You can browse the website for two minute audio stories, listen to longer podcasts that gather individual stories around a theme, or view short animated videos. Transcripts are provided for the stories and podcasts and the videos are captioned. Some stories are grouped by project theme and reflect ongoing efforts to record, for example, the experiences of imprisoned youth of color or patients in hospice care, members of the LGBTQT community, or the stories of those who lost their lives on 9/11. StoryCorps has also published print anthologies of stories on topics including love and mothers. You can search stories by state, collection theme, or by year. Here is a story that will introduce you to the impact of what StoryCorps means.

Listen to the lives of Black citizens of the Civil Rights Era in this 14 minute and 44 second podcast.


**WebJunction (http://www.webjunction.org/)**

Now managed by OCLC and with funding from the Bill & Melinda Gates Foundation and other sources, WebJunction has endeavored to create an online community of library workers and volunteers interested in advancing their continuing education. WebJunction offers over 200 free online courses such as live and archived webinars with captions and slides on topics such as “Serving Older Adults in a Changing World” and “Before Bilingual Storytime: The Outreach Bridge to Engaging Latino and Spanish-speaking Families.” You can browse under the “Topic Areas” to see classes grouped by themes such as “Access and Equity.”

**Your Professional Reading**

You might have access to the following articles.


**Videos**

All of this module's videos are available on a playlist at YouTube: https://www.youtube.com/playlist?embed=no&list=PLw6HBD7UyT3nJYh9vPirfARs5h1jJTTaM

**Answer Key:**

1. C - The American Library Association's Office for Diversity, Literacy & Outreach Services
   Now that you're familiar with ODLOS, you may want to follow their work for updates on related issues.

2. B - Controlled retreat is NOT a Key Action Area of the American Library Association. Diversity, Equitable access, and Literacy ARE all part of the eight Key Action Areas of ALA.