

Individual/Personal Beliefs

Aware (1-4)

Individual/Personal Beliefs

End Goal	Indicators
<p>Acknowledgement of personal beliefs, language and behaviors on racism and inherent biases (unintentional/intentional)</p>	<ul style="list-style-type: none"> • Understand, acknowledge and address my values, attitudes language and behaviors towards racism, inherent biases and microaggressions that motivates or hinders my abilities, skills and decision-making as a director/manager/ administrator as well as the interest and will to improve • Aware of personal feelings of being uncomfortable/defensive/reticent when talking about racial inequities and personal beliefs and understanding as to where those feelings are rooted • Familiarity with library’s diversity, equity and inclusion policies to help inform your own personal and professional leadership perspectives
<p>Acknowledgement of personal beliefs, language and behaviors on racism and inherent biases (unintentional/intentional) and effects on library decisions</p>	<ul style="list-style-type: none"> • Use circulation, community data, feedback and input on current barriers and policies to who has access to library services, as a means to understanding how my leadership style and decisions directly and/or indirectly contributed to them • Recognize and push past own low comfort level to discuss race-related issues with staff, library board, staff and friends groups
<p>Understanding and empathy for vulnerable populations affected by lack of access and equity around critical science-based issues</p>	<ul style="list-style-type: none"> • Become familiar with critical science-based community issues directly affecting vulnerable populations, possess an emergent understanding the effects on individuals and their families and what is needed and wanted to address the issue • Become familiar and understand the role of the library is doing/not doing to support improvement of access of critical services and information • Become familiar with local government and community sentiments on racism and access to information and services on critical science-based issues

Individual/Personal Beliefs

Intentional (5-7)

Individual/Personal Beliefs

End Goal

Indicators

A racial equity leadership vision for creating a shared belief, understanding and language

- Influence and contribute to equitable and responsive practices within library services, initiatives and community partners
- Value the need for a personal and professional racial equity leadership vision outlining shared belief, understanding and language for yourself and communicating internally, to community partners and members
- Regularly discuss issues tied to race and recognize that they are on a personal learning journey toward a more inclusive culture

Take responsibility for the commitment to long-term management strategy that builds an equitable library culture

- Are responsive to encouragement by staff to increase diversity in the organization.
- Prioritize an environment where different lived experiences and backgrounds are valued and seen as assets to staff and to the library
- Can recognize and speak about race disparities and/or bias internally and externally

Guidance and advice from diverse community members contributes to leadership thinking

- Invite individuals most effected by critical science-based community issues and representatives from local government and community partners to discuss racial inequities, access and types of services, programs and resources they need and want
- Value the community and serving all populations and believe they are worthy of partnership and investment

Individual/Personal Beliefs
Purposeful (8-10)

Individual/Personal Beliefs

End Goal

Indicators

Models and promotes shared understanding, beliefs and language

- Recognize and integrate racial, ethnic and cultural differences and diversity as important and provides strength to interpersonal and intrapersonal reflection, knowledge and skills
- Show willingness to review personal and organizational inequity, and have the tools to analyze the contribution to individual, institutional and structural racism
- Provides and supports staff leadership and professional development opportunities to help increase equity and access at all levels of the organization

Models and advocates for the importance of STEM Equity/Community Wellbeing to Profession and community

- Advocates and views diversity and differences are assets to the library's ability to facilitate difficult conversations, breakdown structural issues of racism and access within the institution and within STEM Equity/Community Well-being.
- Advance the role of libraries of being an essential community anchors and co-leaders in addressing science-based community issues and improving the well-being of the community they serve

Diverse community members contribute to leadership sharing and vision

- Leadership style is flexible and exploration of different models, like shared leadership of library community well-being , and adaptable to circumstances, programs and goals
- Contributions of diverse community members broadens personal and professional leadership vision and reflects on overall library community well-being