

October 12, 2023

Call to Action: Presented by the LGBTQ2S+ and EDI Committees

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LGBTQ2S+
Committee





Equity, Diversity & Inclusion
Committee

Overview

 Recap the bills from the 2021 and 2023 legislative sessions pertaining to library censorship, LGBTQ+ issues, and critical race theory. We will track how these bills evolved throughout the session, and share the outcomes.

 Review the skyrocketing LGBTQ+/BIPOC book challenges over the past three years, as well as list the most challenged books nationally and in North Dakota.

 Do some audience straw polls!

 Offer talking points and strategies for libraries, as well as share local resources and ways to support LGBTQ+ and BIPOC youth and adult patrons in our libraries during this period.



2023 Legislative Session LGBTQ+ Bills and Library Bills

13+

Number of viewing hours it would take re-watch all the book banning video on ndlegis.gov, including testimony, committee work, and floor discussion


1700+

Number of legislative hours spent on LGBTQ+ and specifically transgender topics this session




Breakdown of LGBTQ Legislation/Critical Race Theory Bills

2023


 20 Bills introduced on anti-LGBTQ+ topics - specifically transgender topics

 5 lawmakers were responsible for 12 of these bills

 0 bills were introduced or identified as a problem by the institutions they targeted


 Roughly 2,000 transgender people residing in ND- Basic elements for trans youth quality of life were disproportionately targeted. Some lost the ability to stay on a youth sports team while others lost access to essential health care, or countless teens lost the ability simply to use the restroom of their choice.

2021

 **ND HB 1508** Passed and Enrolled during 67th Legislative Assembly Special Session: Prohibiting the teaching of critical race theory in public schools; and to provide an effective date. (Representatives Kasper, Becker, B. Koppelman, Meier, Rohr, D. Ruby)
(Senators Myrdal, Wanzek)

Breakdown of Transgender Medical Ban


What did the Medical Ban do? (HB 1254)

 **Criminalize** Doctors for performing what is considered medically necessary care as determined by every major medical organization

Who opposed the Medical Ban?

 North Dakota's only two Pediatric Endocrinologists




 Two hundred doctors and the North Dakota American Academy of Pediatricians

 North Dakota Medical Association



Medical care, which is illegal to practice without a license, was voted on and passed by people with no medical background.

Breakdown of Transgender School Bills

Impact of Trans-Specific Legislation

-  **Outing Youth** - requires outing students to parents without any protection (1522)
-  **Restricting Restrooms** - impedes using restrooms safely in schools (1522)
-  **Sports Bans** - prevents transgender athletes from competing (1249/1489)

Who opposed this legislation?

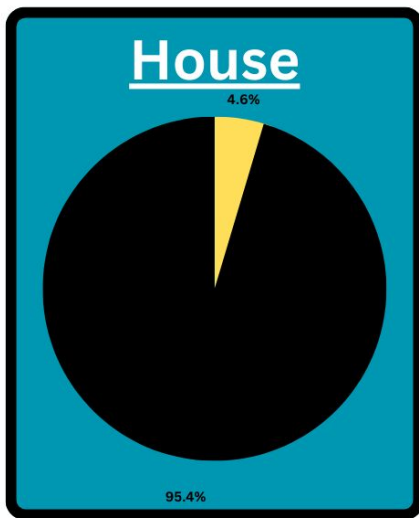
-  Overruled the High School Activity Association Policy voted on in 2022
-  School Psychologist Association, North Dakota Social Workers, ND United Teachers Union, Fargo Board of Education, Youth Works

Nobody leading our education, social work, or childcare sectors wanted or introduced these bills as problems to solve. Most opposed them vehemently.

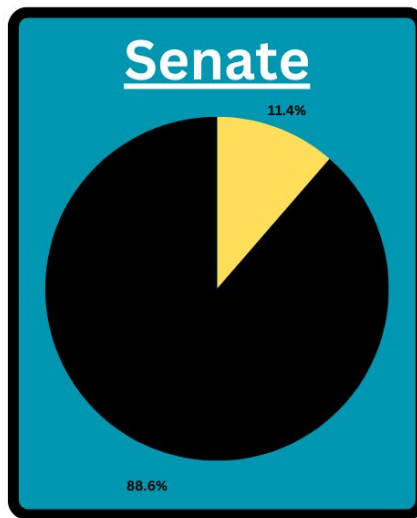
Medical and School Bills Relationship to Library Bans

🌈 Graphs below show the similarity in voting between Library Bans, Medical, and School Restrictions

🌈 92% chance that a lawmaker who votes against trans individuals would also vote against libraries



65 Total Votes



39 Total Votes



Bills Measured

- HB 1522 - Trans
- HB 1248 - Trans
- HB 1489 - Trans
- HB 1205 - Library

2023 Book Banning Bills

SB 2123 Introduced by Sen. Beard

1/23: Relating to displaying objectionable materials or performance to minors; and to provide a penalty.

**Combined SB 2123 with SB 2360 as an amendment adopted by the Senate Judiciary Committee without prior public notice during the first Senate Judiciary hearing for SB 2360.*

SB 2360 Introduced by Sens. Boehm, Beard, Hogue, Paulson, Wobbema, & Rep. Kasper

1/23: To create and enact a new section to chapter 12.1-27.1 of the North Dakota Century Code, relating to required safety policies and technology protection measures; to amend and reenact (the North Dakota Century Code), relating to obscenity control; to provide a penalty; and to provide an effective date.

2/14: Bill Hearing in Senate Judiciary. Relating to required safety policies and technology protection measures; relating to obscenity control; to provide a penalty; and to provide an effective date.

-Amendment added list: "**Explicit sexual material**" means any written, pictorial, three-dimensional, or visual depiction that is patently offensive, including any photography, picture, or computer-generated image, showing or describing:

- Human masturbation;**
- Deviant sexual intercourse;**
- Sexual intercourse;**
- Direct physical stimulation of genitals;**

- Sadomasochistic abuse;**
- Postpubertal human genitals;**
- Sexual activity;**
- Sexual perversion; or**
- Sex-based classifications.**

3/14: Bill Hearing in House Judiciary. Relating to the definition of a public library and required safety policies and technology protection measures.

3/29: Committee work done by House Judiciary

List removed, replaced with language similar to the Miller Test

- Taken as a whole, appeals to the prurient interest of minors;
- Is patently under prevailing standards in the adult community in North Dakota as a whole with respect to what is suitable material for minors; and
- Taken as a whole, lacks serious literary, artistic, political, or scientific value for minors.

4/10: Committee work done by House Judiciary; **4/18:** Committee work done by House Appropriations; **4/19:** Committee work done by House Appropriations

SB 2360 also had **3 different fiscal notes generated/attached.** 3/29, 3/30, and 4/17

4/20: Passed as amended by the House

4/21: Passed the Senate

4/24: Signed by Speaker, President, Sent to Governor

4/26: Vetoed by Governor Burgum

4/26: Senate overrode veto

4/27: Veto sustained in House

4/28: Filed with Secretary of State **FAILED**

HB 1205 Introduced by Rep. Lefor, Rep. Steiner

1/17: Bill hearing in House Judiciary.

Relating to prohibiting public libraries from maintaining sexually explicit books. The term means any pictorial, three-dimensional, or visual depiction, including any photography, picture, or computer-generated image showing:

- Human masturbation;
- Deviant sexual intercourse;
- Sexual intercourse;
- Direct physical stimulation of genitals;
- Sadomasochistic abuse;
- Postpubertal human genitals;
- Sexual preferences;
- Sexual activity;
- Sexual perversion;
- Sex-based classifications;
- Sexual identity; or
- Gender identity.

2/13: Committee work done by House Judiciary

Sexual preferences; Sex-based classifications; Sexual identity; and Gender identity are removed:

- Human masturbation;
- Deviant sexual intercourse;
- Sexual intercourse;
- Direct physical stimulation of genitals;
- Sadomasochistic abuse;
- Postpubertal human genitals;
- Sexual preferences;**
- Sexual activity;
- Sexual perversion;
- Sex-based classifications;**
- Sexual identity; or**
- Gender identity.**

3/13: Committee work done by Senate Judiciary

Deviant sexual intercourse is taken out:

- Human masturbation;
- Deviant sexual intercourse;**
- Sexual intercourse;
- Direct physical stimulation of genitals;
- Sadomasochistic abuse;
- Postpubertal human genitals;
- Sexual preferences;**
- Sexual activity;
- Sexual perversion;
- Sex-based classifications;**
- Sexual identity; or**
- Gender identity.**

HB 1205 Final Bill Results

3/13: **Amendment by Senator Sickler removes the rest of the list, and changes language from “removal or disposal” to “relocation”**

3/14: Committee work done by Senate Judiciary

3/29: Passed as amended in Senate

3/30: Returned to House, 20 CALENDAR DAYS PASS

4/20: Laid over one legislative day

4/21: Passed in House

4/24: Signed by President

4/25: Signed by Speaker, Sent to Governor, **Signed**

4/26: Filed with Secretary of State

HB 1205 provides a definition for “**explicit sexual material**”- **uses language consistent with the Miller Test**

-States “**By January 1, 2024, each public library shall develop a policy and process for reviewing library collections to ensure conformance with the requirements of this section.** The policy must include a procedure:

- a. For the removal or relocation of explicit sexual material in the public library;
- b. For the development of a book collection that is appropriate for the age and maturity levels of the individuals who may access the materials, and which is suitable for, and consistent with, the purpose of the library;
- c. For the public library to receive, evaluate, and respond to a request from an individual regarding the removal or relocation of one or more of the books or other materials in the library collection containing explicit sexual material; and
- d. To periodically review the library collection to ensure the library collection does not contain explicit sexual material in the children's collection.


4. Each public library shall provide a compliance report to the legislative management before May 1, 2024, on the implementation of collection development and relocation of materials policies as required by this section and to ensure sufficient compliance with this section.”

[Full bill here.](#)

Book Banning

“Our parents made sure we grew up in a safe environment, without having to put up with sickness like this. It’s our responsibility to make sure that public libraries (that) are not smart enough to figure out these books should not be made available to children, then we need to step in and take care of it. For those who would say this is a political issue, it is not. It is pure common sense.”

Representative Mike Lefor in his introduction to HB 1205,
January 17th, 2023




**Poll the Audience:
Has your library seen an increase in
challenges from 2022-2023?**

One (or fewer)
challenge has
gone through
your challenge
procedure.

Five or fewer
challenges have gone
through your
challenge procedure.

Ten challenges or more
have gone through your
challenge procedure.



Has your library seen an increase in book challenges in 2022-2023?

One (or fewer) challenges have gone through your challenge procedure



Five or fewer challenges have gone through your challenge procedure



Ten challenges or more have gone through your challenge procedure



-ALA's Office for Intellectual Freedom reported **695** attempts to censor library materials so far in 2023

-Documented challenges include **1,915** unique titles

-20% increase to unique titles from same period in 2022, the year with the **HIGHEST** number of challenges since ALA began tracking data 20 years ago

-Most of the challenges were to books written by or about a person of color or a member of the LGBTQIA+ community.

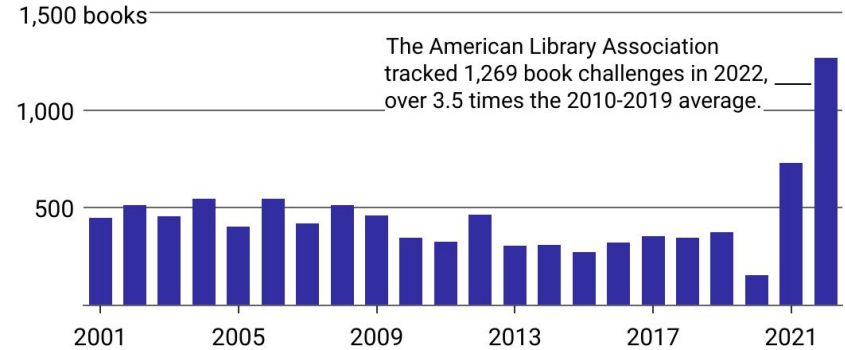
-As in 2022, 9 in 10 of the overall number of books challenged were part of an attempt to [censor multiple titles](#).

The unparalleled number of reported book challenges in 2022 nearly [doubles the 729 book challenges](#) reported in 2021.

National Statistics

Book ban attempts have surged in the past two years

The number of books targeted is on the rise too, with over 2,500 unique titles included in challenges during 2022.



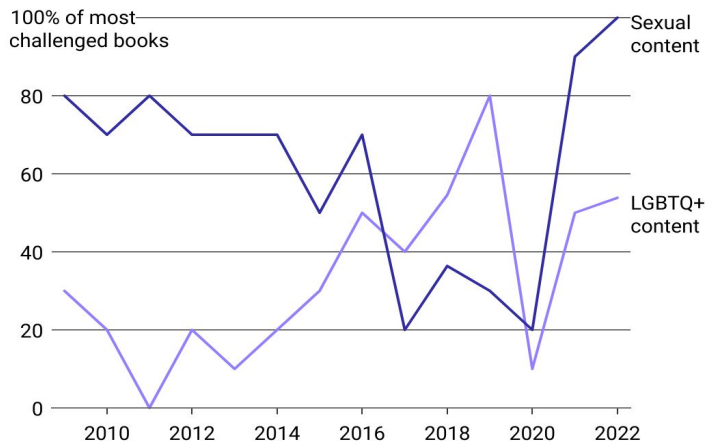
Data source: Office for Intellectual Freedom, American Library Association
By Emma Rubin



LGBTQ+ Correlations

Challenges against sexual and LGBTQ+ content rising

Anxieties about LGBTQ+ content have become more prominent over the past decade, only dipping in 2020 when books related to "divisive" and racial topics were among the most challenged.



Data source: Office for Intellectual Freedom, American Library Association
By Emma Rubin



7 of the 13 top challenged books in 2022 [include LGBTQ+ themes.](#)

- Gender Queer: A Memoir* by Maia Kobabe
- All Boys Aren't Blue* by George M. Johnson
- Flamer* by Mike Curato
- Looking for Alaska* by John Green
- The Perks of Being a Wallflower* by Stephen Chbosky
- Lawn Boy* by Jonathan Evison
- This Book Is Gay* by Juno Dawson

How many of the challenged books tracked by OIF for ND from 2021-2023 contain LGBTQ+ or BIPOC themes?

45%



75%



97%



Trick question, there's no way it's that high.



North Dakota Challenges as documented by ALA 2021-2023 (red titles LGBTQ+ related, purple BIPOC related)

A Lesson in Vengeance by Victoria Lee

A Queer History of the United States for Young People by Michael Bronski

A Quick & Easy Guide to Queer & Trans Identities by Mady G

A Tragically Kind of Wonderful by Eric Lindstrom

Alice Austen Lived Here by Alex Gino

An ABC of Equality by Chana Ginelle Ewing

And They Lived... by Steven Salvatore

Aristotle and Dante Discover the Secrets of the Universe by Benjamin Alire Saenz

At the Edge of the Universe by Shaun David Hutchinson

Autoboyography by Christina Lauren

Be Amazing: A History of Pride by Desmond is Amazing

Becoming Nicole: The Extraordinary Transformation of an Ordinary Family by Amy Ellis

Nutt

Beetle & The Hollowbones by Aliza Layne

Before We Disappear by Shaun David Hutchinson

Beloved by Toni Morrison

Big Wig by Jonathan Hillman, Levi Hastings

Blue Flag. Volume 1 by Kaito

Body Talk: 37 Voices Explore Our Radical Anatomy by Kelly Jensen

Candidly Cline by Kathryn Ormsbee

Cemetery Boys by Aiden Thomas

Check, Please! #hockey by Ngozi Ukazu

Coming Back by Jessi Zabarsky

Darius the Great Deserves Better by Adib Khorram

Dead Until Dark by Charlaine Harris

Different Kinds of Fruit by Kyle Lukoff

Exit Stage Left: The Snagglepuss Chronicles by Mark Russell

Extremely Loud and Incredibly Close by Jonathan Safran Foer

Fifteen Hundred Miles from the Sun by Jonny Garza Villa

Fine: A Comic About Gender by Rhea Ewing

Flamer by Mike Curato

Gay & Lesbian History for Kids: The Century-long Struggle for LGBT Rights, with 21 Activities by Jerome Pohlen

Girl2Girl by Julie Anne Peters

Here's to Us by Becky Albertalli

Heretics Anonymous by Katie Henry

History is All You Left Me by Adam Silvera

Home Field Advantage by Dahlia Adler

I'll Give You the Sun by Jandy Nelson

If I Ran the Zoo by Dr Seuss

In the Key of Us by Mariama Lockington

It Feels Good to be Yourself: A Book About Gender Identity by Theresa Thorn

It's so Amazing!: A Book About Eggs, Sperm, Birth, Babies, and Families by Robie H. Harris

Jack of Hearts (and Other Parts) by L.C. Rosen

Jess, Chunk, and the Road Trip to Infinity by Kristin Elizabeth Clark

Laura Dean Keeps Breaking Up With Me by Mariko Tamaki

Leah On the Offbeat by Becky Albertalli

Let's Talk About It: The Teen's Guide to Sex, Relationships, and Being a Human by Erika Moen

LGBTQ+ Athletes Claim the Field: Striving for Equality by Kirstin Cronn-Mills

LGBTQ+ Rights by Virginia Loh-Hagan

Like a Love Story by Abdi Nazemian

Listen, Slowly by Thanhha Lai

Little & Lion by Brandy Colbert

Love Somebody by Rachel Roasek

Meet Cute Diary by Emery Lee

Miss Rita, Mystery Reader by Sam Donovan

Naked: Not Your Average Sex Encyclopedia by Myriam Daguzan Bernier

Nineteen Minutes by Jodi Picoult

Nothing Burns as Bright as You by Ashley Woodfolk

On Top of Glass: My Stories as a Queer Girl in Figure Skating by Karina Manta

Only on the Weekends by Dean Atta

Openly Straight by Bill Konigsberg
Out! How to Be Your Authentic Self by Miles McKenna
Papa, Daddy, and Riley by Seamus Kirst
Pink, Blue, and You! Questions for Kids about Gender Stereotypes by Elise Gravel
Pride: An Inspirational History of the LGBTQ+ Movement by S.A. Caldwell
Pride: The Celebration and the Struggle by Robin Stevenson
Pride: The Story of Harvey Milk and the Rainbow Flag by Rob Sanders
Pulp by Robin Talley
Pumpkin by Julie Murphy
Queer Adolescence: Understanding the Lives of Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, and Asexual Youth by Charlie McNabb
Queer Ducks (And Other Animals): The Natural World of Animal Sexuality by Eliot Schrefer
Queer Heroes: Meet 52 LGBTQ Heroes from Past and Present! by Arabelle Sicardi
Rainbow Revolutionaries: 50 LGBTQ+ People Who Made History by Sarah Prager
Ready When You Are by Gary Lonesborough
Real Talk About Sex & Consent: What Every Teen Needs to Know by Cheryl M Bradshaw
Release by Patrick Ness
RuPaul Charles (People of Pride) by Vincent Chen
Scars by C.A. Rainfield
Sewing the Rainbow: A Story about Gilbert Baker and the Rainbow Flag by Gayle Pitman
Sex Ed: An Inclusive Teenage Guide to Sex and Relationships by School of Sexuality Education
Sex is a Funny Word by Cory Silverberg
She Drives Me Crazy by Kelly Quindlen
Singled Out: The True Story of Glenn Burke by Andrew Maraniss
Some Assembly Required: The Not-So-Secret Life of a Transgender Teen by Arin Andrews
Some Girls Bind by Rory James
Some Girls Do by Jennifer Dugan
Stonewall: A Building. An Uprising. A Revolution. by Rob Sanders
Super Nutrition for Babies: The Best Way to Nourish Your Baby from Birth to 24 Months by Katherine Erlich
Tell Me How You Really Feel by Aminah Safi

Thanks a Lot, Universe by Chad Lucas
The Big Questions Book of Consent by Donna Freitas
The Bluest Eye by Toni Morrison
The Chandler Legacies by Abdi Nazemian
The Dangerous Art of Blending In by Angelo Surlmelis
The Days of Bluegrass Love by Edward van de Vendel
The Gay Rights Movement by Eric Braun
The Girl from the Sea by Molly Ostertag
The LGBT Rights Movement by Pat Rarus
The Love Curse of Melody McIntyre by Robin Talley
The Magic Fish by Trung Le Nguyen
The Miseducation of Cameron Post by Emily M. Danforth
The Most Dazzling Girl in Berlin by Kip Wilson
The Nerdy and the Dirty by B.T. Gottfred
The One True Me and You by Remi England
The Pride Guide: A Guide to Sexual and Social Health for LGBTQ Youth by Jo Langford
The Stonewall Riots: Making a Stand for LGBTQ Rights by Archie Bongiovanni
The Upside of Unrequited by Becky Albertalli
Things We Couldn't Say by Jay Coles
Timekeeper by Tara Sim
Too Bright to See by Kyle Lukoff
Transgender Lives: Complex Stories, Complex Voices by Kirstin Cronn-Mills
Two Grooms on a Cake: The Story of America's First Gay Wedding by Rob Sanders
What if it's Us by Becky Albertalli
When Aidan Became a Brother by Kyle Lukoff
When You Call My Name by Tucker Shaw
Why Can't We Talk?: What Teens Would Share if Parents Would Listen: A Book for Teens by Michelle Trujillo
Yes! No!: A First Conversation About Consent by Megan Madison, Jessica Ralli, Isabel Roxas
You Be You!: The Kid's Guide to Gender, Sexuality, and Family by Jonathan Branfman
You Know, Sex: Bodies, Gender, Puberty and Other Things! by Cory Silverberg
You-ology: A Puberty Guide for Every Body by Melisa Holmes

Values and Policy



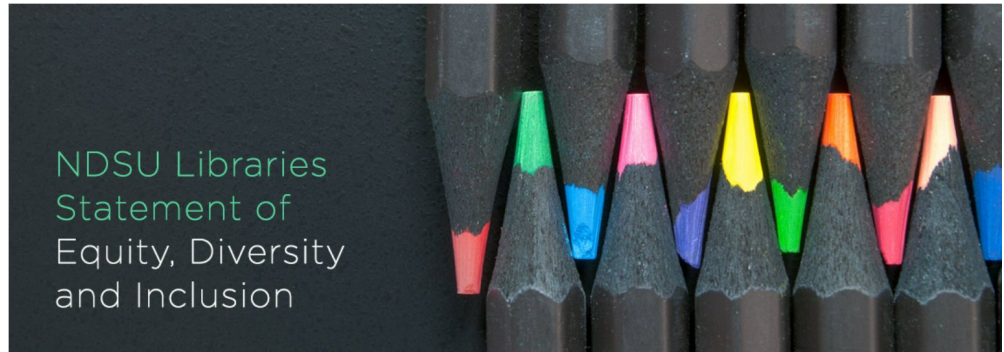
Diversity & Inclusion Commitment

Grand Forks Public_ believes that our strength comes from the diversity of our employees as well as our community. We celebrate the visible and invisible qualities that make each person unique. We will be a catalyst for change, eliminate barriers, and set a standard of dignity and respect for all.

We commit to aligning our culture and organizational practices to foster a diverse, equitable, and inclusive environment.

GFP_ demonstrates this commitment by:

- Engaging the board, leadership, and staff in ongoing inclusion training, education, and professional development
- Maintaining an inclusive, safe, and supportive library space in which employee and community voices can be included, heard, valued, and treated with respect
- Creating a diverse collection of materials and programs that mirrors the community we serve
- Inventing programs and services that embrace the differences that make us a community, ensuring fair and equitable treatment with access to appropriate resources and opportunities



North Dakota State University Libraries actively reject racism, hate, and other acts of oppression in all of their forms. We recognize that [libraries](#) and universities have historically been shaped by the forces of systemic racism, and commit to undertaking the work that must be done to rectify these legacies of inequity that still affect marginalized communities. In conjunction with our [land-grant mission](#), we serve geographically and culturally diverse populations; we commit to making library spaces and services accessible and inclusive to all, and invite accountability where and when we fall short of these goals.

Justice, Equity, Diversity, and Inclusion

We aim to affirm identity, experiences, culture, backgrounds, and perspectives to create an inclusive and equitable community. Who we are and how we experience the world matters.

At the Chester Fritz Library, we will develop practices to attract, retain, and support a diverse workforce within our academic library. We will also bolster campus diversity-focused student recruitment and retention by serving as a support and resource.

Collection Management

II. COLLECTION MANAGEMENT POLICY (last update & approval January 19, 2023)

A. Purpose

This policy is a statement of principles by the Board of Trustees of the Minot Public Library. It serves as a guide for the Library staff in developing the collections of both print, non-print materials, and electronic resources. It provides the procedures for public objection to materials held and for suggestions for collection development.

The mission of the Minot Public Library is to be the center of information and exploration for the community. It is the duty of the Library to provide a wide range of materials with diversity of appeal and the representation of different points of view.

Intellectual Freedom

The Minot Public Library is committed to the principles of intellectual freedom and affirms the American Library Association's Freedom to Read statement [Appendix] and the Library Bill of Rights [Appendix]. As such, materials representing diverse viewpoints on topics, including controversial ones, are actively collected. Selection of an item does not indicate that the Library, its Board, or its Staff agrees with the ideas and viewpoints it presents.

Diversity, Equity, and Inclusion

The Minot Public Library is committed to develop collections that support an equitable and inclusive approach to the community. We affirm that considering the needs of under-resourced groups is integral to collection development and management. We recognize the linguistic and cultural diversity of the communities we serve. As we purchase more e-resources, we advocate for the institution to provide technological solutions that make possible inclusive community-wide services to ensure equitable collection access for all.

We commit to regularly assessing the adequacy of existing collections to ensure they are reflective of the diversity of the library's populations. We review demographic trends for our user communities to inform our work. We advocate for inclusive cataloging that improves equity in access to materials.

[Minot Public Library](#) - Collection Management Policy

Metadata

Author Name Change Policy**

Anyone with materials in the UND Scholarly Commons may change the name displaying on the record and/or the materials themselves. While there are any number of reasons that someone may need to do this (including name changes related to gender, marriage, religion, and others), no justification is required for an author name change to be implemented. The change does not need to reflect the author's past or current legal name(s).

To have your name changed, email the Digital Initiatives Librarian (zeineb.yousif@und.edu) with the following information:

1. Name(s) currently listed on your materials in the UND Scholarly Commons
2. Complete list of materials with the old name on them, with a link to each item
3. The new name that you would like to be listed under

We will then change your name as requested on both the item record(s) and the document(s). There will be no mention of the previous name unless you specifically request that. If you want such a note, let us know what language to use. You are responsible for contacting your coauthors if you want them to know about the change.

**Excerpted from the Chester Fritz Library's Copyright and Ethics Issues in Digitization Policy*

***Policy language adapted from the [Dartmouth Digital Commons Policies page](#) (accessed on December 13, 2021).*

Policies last revised and adopted on 12/13/2021.

[Chester Fritz Library](#) - UND Scholarly Commons Policies

Circulation

RETURNING MATERIALS

Library materials are expected to be returned in good condition and may be returned in the library during open hours or in the book drops at any time. If a book drop is full, cardholders should NOT place items on the ground outside the book drop. Cardholders will be responsible for any damage or theft that might occur should any materials be deposited outside the library book drop.

FINES AND FEES

In order for Grand Forks Public_ to most efficiently and effectively serve the community, library users are expected to return all borrowed materials in good condition and on time. **No late fees will be assessed for overdue items.** However, borrowers will be required to pay replacement costs for damaged, lost, or long-overdue items. Long-overdue items are those that

have been overdue for 30 days or more. All replacement charges will be waived if the items are returned.

Late fees and fines for overdue interlibrary loan items are determined by the loaning library.

Borrowing privileges will be temporarily suspended when the fines owed to Grand Forks Public_ reach \$15.01 or more. Borrowing may resume when materials are returned and fines are paid reduced below the \$15.00 maximum.

Overdue notices are sent via email as a courtesy from Grand Forks Public_ . Failure to receive notices does not exempt cardholders from the responsibility of payment for damaged, lost or long-overdue library materials.

Library fees should be paid at the library facility. Cardholders may pay all or a portion of their fines and fees. A cardholder may be blocked if related family members' cards are blocked.

[Grand Forks Public Library](#) - Circulation Policy


Nobody has responded yet.

Hang tight! Responses are coming in.



Resources

 ALA's [Equity, Diversity, and Inclusion Advocacy Page](#)

 Kayla Jones' Diversity Training with the [North Dakota Human Rights Coalition](#)

"This three hour DEI training covers five main areas that includes, background history/knowledge, microaggressions, cultural competency, unconscious bias and DEI in practice. There is an emphasis on the importance of inclusive language throughout the training. Each area has smaller workshops within that build upon one another. Each workshop allows for conversation and reflection, in hopes that participants can reflect on their written reflections as they assess their own DEI practices in the future. The learning outcomes of the training include: To begin understanding and valuing the importance of Diversity, equity and inclusion, to be able to practice diversity, equity and inclusion in our everyday lives, and to have an understanding of the vocabulary used in the training. Participants can range from teachers, to work professionals to public officials."

*To inquire about the training, please email Kayla directly at kayla.k.jones@ndsu.edu



WHAT IS DEI...



DIVERSITY

PEOPLE OF DIFFERENT
BACKGROUNDS,
IDENTITIES AND CULTURES
COMING TOGETHER

EQUITY

RECOGNIZING
EVERYONE DOESN'T
HAVE THE SAME
OPPORTUNITIES
THAT AFFECT LIFE
OUTCOMES

WHY IT'S IMPORTANT

- OFFERS EQUAL OPPORTUNITY
- OFFERS DIVERSE PERSPECTIVES
- ENCOURAGES PERSONAL GROWTH

INCLUSION

INCLUDING
MARGINALIZED GROUPS
THAT MIGHT NOT BE
INCLUDED IN AN
OPPORTUNITY

Kayla Jones' DEI TRAINING

www.reallygreatsite.com

Five main Focus Areas

Background History & Knowledge

Cultural Competency

Microaggressions

Unconscious Bias

DEI in practice

Building Upon:

Inclusive language

Conversation and reflection

Assessing personal DEI practices For the future

Understanding and valuing importance of diversity equity and inclusion

Practicing Diversity, equity, and inclusion in our everyday lives

Department of Education- Office of Civil Rights, Coordinator to take on Book Bans

Regulations Enforced by the Office for Civil Rights

34 C.F.R. Part 100 Implementing Title VI of the Civil Rights Act of 1964, which prohibits discrimination on the basis of race, color, or national origin in all programs or activities that receive Federal financial assistance.

34 C.F.R. Part 104 Implementing Section 504 of the Rehabilitation Act of 1973, which prohibits discrimination on the basis of disability in all programs or activities that receive Federal financial assistance.

34 C.F.R. Part 106 Implementing Title IX of the Education Amendments of 1972, which prohibits discrimination on the basis of sex in all education programs or activities that receive Federal financial assistance.

34 C.F.R. Part 108 Implementing the Boy Scouts of America Equal Access Act of 2002, which prohibits certain entities that receive federal funds from the Department of Education from discriminating against certain designated youth groups that wish to meet at public schools.

34 C.F.R. Part 110 Implementing the Age Discrimination Act of 1975, which generally prohibits discrimination on the basis of age in all programs or activities that receive Federal financial assistance.

28 C.F.R. Part 35 Implementing Title II of the Americans with Disabilities Act of 1990, which prohibits discrimination on the basis of disability by public entities.

CALL TO ACTION


“One of the most subversive institutions in the United States is the public library...”


— bell hooks, Rock My Soul: Black People and Self-Esteem


Strategies for Libraries


Ways You Can Act NOW

 Recruit LGBTQ2S+-friendly board members


 Make sure your libraries have sound policies addressing book banning.
For example: Limit challengers to those residing in your community/patrons of the library

 Staff education/staff training about new censorship law

 Consider family/ gender neutral bathrooms in libraries










 Participate in outreach events supporting LGBTQ2S+ and BIPOC community members

 Resist the urge to avoid confrontation by self-censoring


 Please be sure to report challenges to ALA's Office of Intellectual Freedom [ALA Challenge Reporting](#)

Strategies for Private Citizens


Things we can all do in our private lives and encourage others to do


-  Attend local school board meetings/library board meetings/City Council or County Commission meetings
-  Run for your Library Board or School Board!
-  Run for political office! **VOTE!**
-  Attend library programs
-  Join a library support group (Friends of the Library)
-  Hold local community educational events
-  Write a letter to the editor
-  Prepare and deliver public testimony if necessary
-  Continue to voice support for libraries to your representatives


Talking Points for Libraries


 Reading is a foundational skill, critical to future learning and to exercising our democratic freedoms.


 We can trust individuals to make their own decisions about what they read and believe.

 Parents have the right to guide their children's reading, but parents should not be making decisions for other parents' children. Specifically, a small group of parents should not dictate what books other people's children are allowed to read.


 Books are tools for understanding complex issues. Limiting young people's access to books does not protect them from life's complex and challenging issues.


 Young people deserve to see themselves reflected in a library's books.

 Removing and banning books from public libraries is a slippery slope to government censorship and the erosion of our country's commitment to freedom of expression.

 Please reject any efforts to ban books and allow individuals and parents to make the decision about what they can read and believe.

Strategies for Private Citizens

 IT'S OKAY TO **FORGET** ABOUT ND "NICE" SOMETIMES- **Discrimination is not nice.**


 Know your protest rights and the pertinent policies [National Coalition Against Censorship](#)

The keys to a successful protest are:

 Respect

 Organization

 Clarity

 Don't encourage unlawful activities, profanity, violence

Local and National Resources to Support LGBTQ+ and BIPOC Youth

LOCAL

CRISIS: DIAL 988 OR TEXT HOME TO 741741

SUICIDE PREVENTION - [FIRSTLINK](#)

HOMELESSNESS - [YOUTHWORKS](#)

VIOLENCE PREVENTION - [RACC](#)

NATIONAL

EDUCATORS:

[Resources](#)

[GSA Network](#)

YOUTH

[Q Chat Space](#)

[The Trevor Project](#)

PARENTS

[Gender Spectrum](#)

[Hopkins Transgender Health Resources](#)

Faye's Work

Reach Out to Faye: Fayeseidler@gmail.com



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- Every Affirming LGBTQ+ Doctor in State
 - Every LGBTQ+ Organization Within State
 - All Transition Related Resources
 - All Suicide Prevention Related Resources

[Learn more](#)







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- All State Data Across Multiple Fields
 - State Data Expert for LGBTQ+ Populations
 - Non-partisan Legislative Data
 - Resources, Information, Email Service

[Learn more](#)

NDLA LGBTQ2S+ Committee Info/Goals

Formed June 2023

Intent of Committee:

-  To help provide LGBTQ+ resources to libraries, such as infographics and collection development tools
-  Assist the library community to organize positive LGBTQ+ programming, events, and speakers
-  Create a safe space for conversations and educational opportunities
-  Be a visible/vocal presence & source of support for LGBTQ2S+ patrons and staff


Check out our committee's [Resource List](#)!

Interested in joining our committee? Contact lgbtq2splus@ndla.info to learn more!

Conclusion

A few things to remember:

 These censorship groups are **organized, angry, and motivated** to cause damage to our publicly funded institutions.

 We need to continue identifying the groups, locally and nationally, who are targeting libraries in our communities.

-Moms For Liberty

-ND Family Alliance


-Sons of Liberty


-Concerned Women for America (CWA)


-Parents Defending Education


-No Left Turn in Education


-Southwest Patriots Coalition

 The intent of these groups is not simply to ban books.

 Better to be proactive than reactive.

 Our library community needs a lobbyist for next session!

 We have to continue to be fierce in our defense of our professional values, our patrons, and our libraries.

 We NEED TO START NOW by going on the offensive before the next election cycle and legislative session.

Committee Info

LGBTQ2S+ Committee contact:

lgbtq2splus@ndla.info

Members:

Renee Newton (Co-Chair)
Mariah Ralston (Co-Chair)
Maddie Cummings
Alison Hiatt
Rachel Kercher
Justine Springer
Hannah Vanorny
Rachel Waldo
Zeineb Yousif

Faye Seidler - Fayeseidler@gmail.com

LGBTQ+ Data and Resource Specialist with Harbor Health Clinic

EDI Committee contact:

diversity@ndla.info

Members:

Zeineb Yousif (Chair)
Karlene Clark
Sarah Hicks
Tori Lee
Mariah Ralston
Amanda Walch
Lexi Whitehorn

Sources

HB 1205 Enrolled Version

<https://ndlegis.gov/assembly/68-2023/regular/documents/23-0407-05000.pdf>

ALA Releases Preliminary Data for 2023 Book Challenges

<https://www.ala.org/news/press-releases/2023/09/american-library-association-releases-preliminary-data-2023-book-challenges>

ALA Top 13 Challenged Books of 2022

<https://www.ala.org/advocacy/bbooks/frequentlychallengedbooks/top10>

[UniteAgainstBookBans.org](https://uniteagainstbookbans.org)

National Coalition Against Censorship

<https://ncac.org/resource/be-heard>

<https://ncac.org/wp-content/uploads/2021/12/Be-Heard-2021.pdf>

Regulations Enforced by the Office for Civil Rights

<https://www2.ed.gov/policy/rights/reg/ocr/index.html>

<https://www.whitehouse.gov/briefing-room/statements-releases/2023/06/08/fact-sheet-biden-harris-administration-announces-new-actions-to-protect-lgbt-qi-communities/>

<https://pen.org/press-release/pen-america-responds-to-federal-government-appointment-in-response-to-school-book-bans/>

Fargo Forum: Librarians breath sigh of relief as new North Dakota library law has little effect

<https://inforum.com/news/west-fargo/librarians-breath-sigh-of-relief-as-new-north-dakota-library-law-has-little-effect?fbclid=IwAR10o90dBZ7WU5AIOHJ2dwnaNUXiBUyL4Jv-rGXJ5IS3Ru46xyJtwUO8rmY>

Keep the conversation going!

***EDI Committee Discussion series:
“Let’s Talk About It! LGBTQ2S+
Inclusion in the Library” Oct. 24, 3:
PM CST [Register here](#)***



Contact us!

LGBTQ2S+ Committee

lgbtq2splus@ndla.info

EDI Committee

diversity@ndla.info

Reach out to Faye!

Fayeseidler@gmail.com