Prioritizing Diversity [Letter to the Editor]

Elisa Rodrigues
erodrigues2@usfca.edu

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I want to thank American Libraries for giving me the opportunity to talk about what happened at ALA’s Midwinter Meeting in Philadelphia. I presented with a colleague as part of the Symposium on the Future of Libraries and encouraged libraries to be critical of technology implementation with a focus on social justice. I feel very passionately about this topic, given that I am a white-passing person of color, and marginalized communities are often left behind and further marginalized when technology is applied without critical assessment.

The day after our presentation, American Libraries wrote a blog post that unintentionally minimized my presence on this project and maximized that of my white male co-presenter.

I understand what happened. The picture that was taken of me was admittedly not my best look in comparison to my colleague’s profile. My focus was on big picture of why we need to care, whereas my colleague focused on what libraries could do now. Also, quick turnaround for blog posting during the conference is very important.

But library technology, much like most of tech, is predominantly white and male. When a person like me, who is white-passing, is erased from these discussions, we as libraries are showing who we are prioritizing as the voice of library technology, intentional or not. If a white appearing woman is erased in a white woman dominated field, what are we doing to our visibly diverse voices? Just as unmediated technology implementation can harm the communities we serve, we also harm our profession when library technology does not highlight and actively include women and people of color. I applaud the magazine for fixing the problem almost immediately and I hope this experience will help others to pause and consider what biases they unknowingly uphold and how that affects our marginalized colleagues and patrons.