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Spring 4-16-2021

No Shushing: Addressing Silences in Our Collections

Sherise Kimura
University of San Francisco

Gina Murrell
University of San Francisco

Annie Reid
University of San Francisco, areid1@usfca.edu

Elisa J. Rodrigues
University of San Francisco

Justine Withers
University of San Francisco

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Acknowledgments and Reflections

We ask you to open yourself to, as the USF Land Recognition Statement says, “acknowledging the difficult truths of our history that have shaped our current realities.” As you feel the ground beneath you supporting you, we ask you to remember that land was stolen from the Ohlone people, who live in our community today. We stand in solidarity with Black Lives Matter and Stop AAPI Hate. Gleeson Library | Geschke Center is not a neutral institution and we affirm our responsibility to amplify underrepresented voices, examine our own biases, and include and lift up all members of our community. We are committed to giving meaning to these words with concrete action, some of which we will be talking about today in our presentation.

No Shushing!

Addressing Silences in Our Collections

Presenters

Gina Murrell, Digital Collections Librarian

Annie Reid, University Archivist

Elisa Rodrigues, Library Systems Assistant

Sherise Kimura, Electronic Resources Librarian

Justine Withers, Electronic and Continuing Resources Catalog Librarian

Claire Sharifi: Greetings, my name is Claire Sharifi and I am pleased to welcome you to the second GoUSF Racial Equity Challenge Discussion, “No Shushing: Addressing Silences in Our Collections”. During this presentation a panel of Gleeson Library workers will discuss the ways they are incorporating anti-racist work into current and planned projects that address whose stories are told in our libraries and archives. I’m going to introduce our panelists and tell you a little about each of them: Gina Murrell, Digital Collections Librarian. One of Gina’s goals at USF is to expand awareness of the digital collections through outreach and collaboration in order to grow the collections and make them more reflective of the campus community and community at-large. Annie Reid, University Archivist. Annie’s area of expertise includes the role archives play in societal memory and organizational accountability and instruction using primary sources. Elisa Rodrigues, Library Systems Assistant. Elisa studies technology and its impact on communities of color, particularly focusing on data collection, privacy, and ethics. Prior to working in Library Systems, she worked in the library’s book acquisitions department. Sherise Kimura, Electronic Resources Librarian. Sherise's professional area of interest includes the management of electronic resources, such as research databases and ejournals, and the practices involved in supporting access, maintenance, and evaluation of resources. Prior to assuming her current position, Sherise was a reference and instruction librarian at the library. We’ll also hear from Justine Withers, Electronic & Continuing Resources Catalog Librarian. Justine’s professional interests include classification and the mental models of searchers, and she’ll be helping to moderate this session. On behalf of GoUSF and the Racial Equality Challenge Committee, thank you so much for being with us today, and without further ado, I’ll hand the zoom mic over to our first panelist, Gina Murrell.

Black Student Union @ University of San Francisco

- New in Gleeson Library Digital Collections
- BSU, past and present
- Fliers, newspaper articles, photos, and more, digitized from archival originals
- To include oral histories
- Accessible and searchable, at no cost
- Black representation in digital collections

Gina Murrell



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November 8, 1968

SK 1-3118, SK 1-3119

Black student Union issues demands

Black Student Union @ University of San Francisco

- Collaborating with University Archives
- Got materials related to the BSU, past or present? Get in touch!

Gina Murrell

The Black Student Union of the University of San Francisco

presents

BLACK CULTURAL WEEK

Dedicated to slain Brother Malcolm X — Date: Feb. 17th (Monday) to Feb. 21st (Friday)
MONDAY * Feb. 17 - 7:30pm - Phelan Hall - U.S.F. Campus

"History of Afro-American Music"

Performances by: 1) Delegates 3) Sons of Harmony
 2) The Machine 4) Star of Bethel Choir
 (co-ordinated by Randall Gordon)

TICKETS: Students \$1.00 - Adults \$1.50 - Children FREE!

TUESDAY * Feb. 18 - 7:30 - Phelan Hall - U.S.F. Campus

FASHION SHOW

presented by NEW BREED CLOTHIERS of Oakland

followed by the performance of:
 "Back to Black"

Written and produced by Desi Jones!

TICKETS: Students \$2.00 - Adults \$2.00 - Children FREE!

WEDNESDAY * Feb. 19 - 7:30pm - FREE*FREE*FREE!!! - Phelan Hall - USF Campus

Narcotics Symposium
 "Narcotics and the Black Man"

Given by Joe Kerit and Dennis Johnson of Oakland.

followed by:
 The entire performance of - The Black Madonna Workshop

From the San Francisco College, highlighting sculpture, art, music, dance, photography, pottery, and magazine layout.

Thursday * Feb. 20 - 11:30am - FREE - RALLY

Appearances of former USF Black athletes including Bill Russell, Gene Brown, Hal Perry, Lloyd Moffatt Huey Thomas, and Joe Ellis.

4:30-7:30pm - Bar-B-Que Dinner served in University Commons.
 Price \$1.40

6:00 - Reshowing of "Back to Black" - Phelan Hall
 TICKETS: Students \$1.00 - Adults \$1.50

Appearance of a surprise guest celebrity following the performance of "Back to Black"

FRIDAY * Feb. 21 - Marney Plaza - USF Campus

11:00am-1:00pm - Demonstration in memory of Brother Malcolm X.

7:30pm - Kezar Pavilion - (Stanyon and Waller sts.)

SPEAKERS SYMPOSIUM - featuring Willie Brown, Ron Dellums, Rev. B.T. Anderson, Mrs. Ray Richardson, and Ron Karenga. TICKETS: \$1.00

Tickets may be purchased at the BSU office at USF, Success Book Store - 540 McAllister in San Francisco and Tape-a-Tune Record Shop - 5003 San Pablo in Oakland.
 (Tickets for all events will also be sold at the door.)

FOR ADDITIONAL INFORMATION CALL BSU OFFICE - 752-7093!!!!

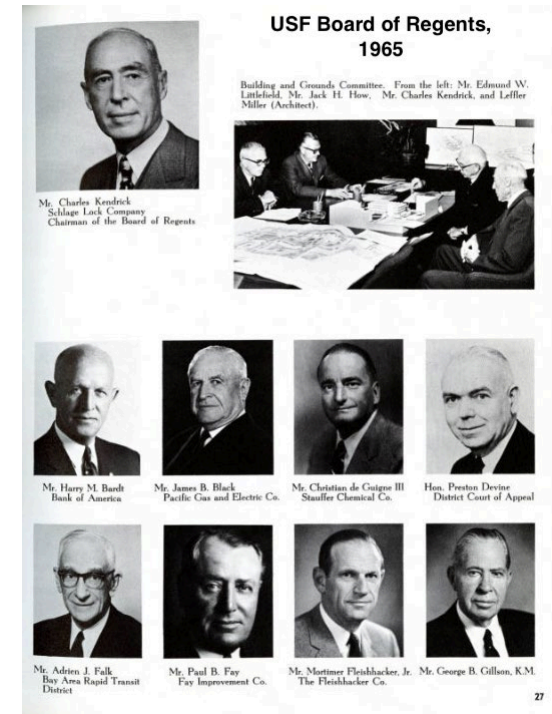


Historical Context of Archives

- Archives reflect the values of the institution and historical times in which records were created
- Must acknowledge role in promoting particular historical narratives of the privileged
- Knowingly or unknowingly excludes the voices of marginalized communities
- Which sustains dominant power structures
- And is a historically oppressive practice

This context necessitates us to reframe policies and practices so that they are “reparative, reflective, accountable, and restorative” (Christen & Anderson, 2019).

“In an era of complex change, the University can look to the future with confidence in the knowledge that these men who are respected leaders, will provide continued guidance in the setting forth of new goals that can be assured of achievement.” (1965 Don, p.28)

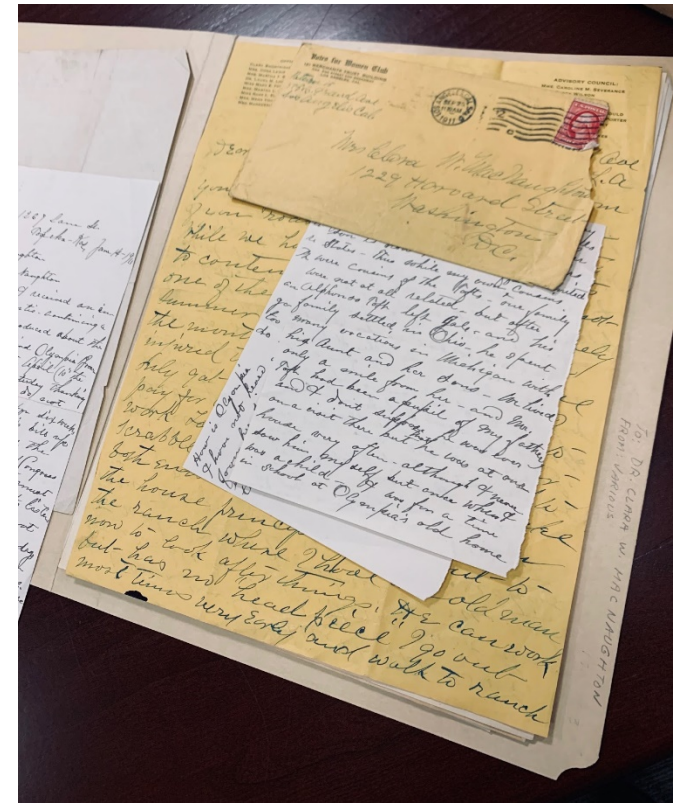


Toward a Reparative Archive

- Reparative archival work acknowledges this historical context and engages in conscious actions towards inclusivity
- Academic repositories should disrupt the narratives of the powerful and challenge the history of a predominantly white institution
- Dismantle the idea of neutrality or impartiality in record keeping
- Build a reparative archive through acquisition, promotion, and utilization rooted in social justice (Hughes-Watkins, 2018)

Special Collections & University Archives actions:

- Diversify the collections by prioritizing acquiring underrepresented voices (DECO, PACSW, CELASA, student organizations, diverse faculty papers)
- Call for BLM protest materials from USF community
- Assess current collections for marginalized voices and promote them by publicizing, digitizing, and exhibition (Woman Suffrage Collection, student protest groups)
- Use reparative description in finding aids and processing manuals
- Use these collections in instruction
- Plan to create partnerships with and provide support for local community-based archives
- Revise policies to codify practices



Anti-Racism Resources

Search this Guide Search

A selection of materials to empower people to move beyond simply not being overtly racist, and into active anti-racism work.

Black Lives Matter

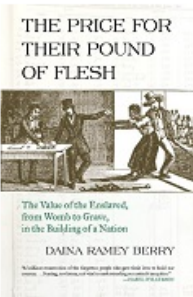
Gleeson Library aims to work vigorously for freedom and justice for Black people and, by extension, all people. We acknowledge, respect, and celebrate differences and commonalities. We also acknowledge the roles our institution and many other academic libraries play, both

◆ ANTI-RACISM RESOURCES

▮ INTRODUCTION

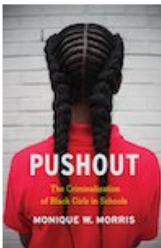
▮ EBOOKS ON ANTI-RACISM,
FEMINISM, & SOCIAL JUSTICE

Elisa Rodrigues: I will be speaking on our Black Lives Matter/Anti-Racism Resources Guide. This project was headed by Gleeson librarian, Nicola Andrews, a week after the murder of George Floyd, amidst the first week of protests and days after many of our OPE colleagues had been furloughed. It was a very challenging time, but the library's ability to create and share this guide in such a short timeline speaks to the work that was already being done and will continue to be prioritized, regardless of trends.



The Price for Their Pound of Flesh

The Price for Their Pound of Flesh is the first book to explore the economic value of enslaved people through every phase of their lives--including from before birth to after death--in the American domestic slave trades. Covering the full "life cycle", historian Daina Berry shows the lengths to which slaveholders would go to maximize profits.



Pushout: The Criminalization of Black Girls in Schools

Black girls represent 16 percent of female students but almost half of all girls with a school-related arrest. Pushout exposes a world of confined potential and supports the growing movement to address the policies, practices, and cultural illiteracy that push countless students out of school and into unhealthy, unstable, and often unsafe futures.



Reading for Racial Justice Collection

Minnesota University Press presents a collection of antiracist books, freely accessible until August 31, 2020.

Elisa Rodrigues: Many people were involved in this guide, but I'm going to speak to my contribution, which was collecting podcasts and some of the book titles for the collection. Since my personal research focuses on technology and communities of color, I selected titles that focused on systemic racism. Technology enforces systems and if technology creators don't know or acknowledge the pervasive presence of racism within a system, they are upholding systemic racism. I had many of these titles already in a booklist, because this isn't a topic that is new to me. I've been listening to Black voices for years and in particular Black femme voices and the titles reflect that. For me, this wasn't a copy and paste of New York Times Best Sellers for that week, but an opportunity to highlight topics that Black people have been discussing for decades and how that impacts their daily lives.

I am grateful that I am also able to speak on the invisible backend work that went into making this guide. Gina and Annie spoke to the work to get historical materials into the library and the same work and intention goes into the book collection. Many of the titles included in the guide were already in the library as physical books. That means someone in the library already valued these conversations before the protests happened. But during this time the library was closed. Physical books were not accessible. So the library got digital copies, which isn't like buying a Blu-Ray that comes with a streaming link. They are separate purchases, often at higher cost. My colleagues, Michelle Lam and Sherise, who is also on this panel, purchased the digital copies we did not already have in the collection and had those titles available at the same time this guide went live. All while working remotely, short staffed, and dealing with everything else in the world.

- **Bay Area Housing Rights** ⓘ
- **Building Community Power and Resisting**
- **Restorative and Transformative Justice Re**
- **White Privilege Resource Guide** ⓘ

Open Educational Resources (OER)

Why Open Education?

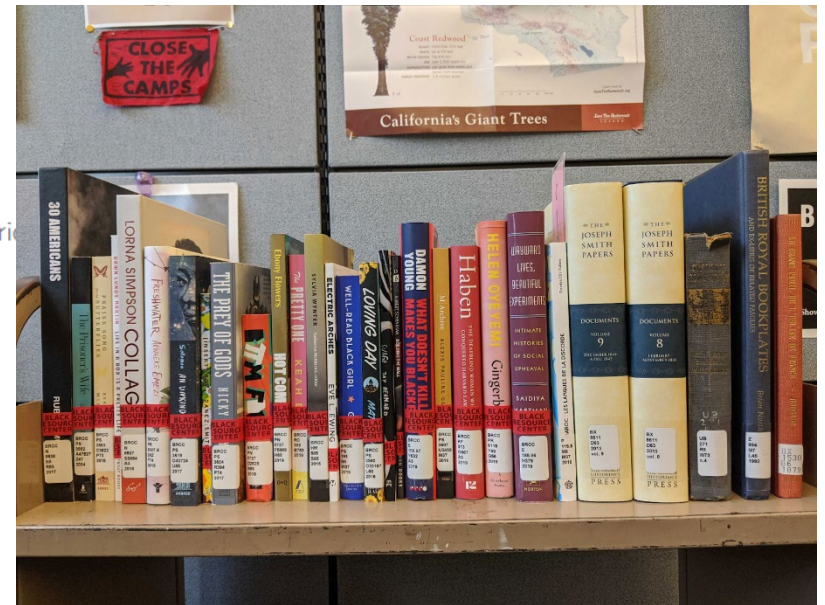
Affordability is a barrier to student access to textbooks and educational materials on student learning.

HONC 320: Slavery and Race in the Americas

This is the research guide for Professor Stanfield's HONC 320 class on slavery and race in the Americas.

Acknowledgment:

The digital collections below can include historical documents and images that contain deeply disturbing racist and/or painful descriptions of human enslavement primarily of Africans and African Americans.



Elisa Rodriguez: As I mentioned before, we were able to do this work on a fast timeline because we were building upon work already done. This is just a glimpse of the work my wonderful colleagues at the library are regularly working on to support the usf community. I have an example of our community engagement guides on white privilege, bay area housing rights. Charlotte Roh does outreach on Open Education Resources that makes educational materials and textbooks affordable. I want to give a huge shout out to Annie Pho and Brandon Logans, who ordered many of the titles in the Black Resource Center, that go beyond racial justice and include poetry and titles that focus on Black joy. Annie also worked on Disclaimer warnings featured on Libguides that contain disturbing and painful images. Sherise will speak to our collection development philosophy that puts into writing our current practices.

Building Diverse, Equitable, and Inclusive Collections

Strategic Planning Collection Diversity Task Force (Marina Cuneo, John Hawk, Sherise Kimura, Michelle Lam, Gina Murrell, and Elisa Rodrigues)

- Collection Development Diversity Statement
- Diversity award-winning books



Sherise Kimura

Collection Development Diversity Statement Work Plan

Strategic Planning Tactic: Create a collection development philosophy for the general library collection that is framed by a DEIE Perspective, and make it publicly available.

- Define “DEIE perspective” in the context of collections
- Search and gather literature on DEI definitions; trends, practices, and collection philosophies of other institutions; and core library value statements on diversity
- Draft DEI definitions
- Draft Collection Development Diversity Statement
- Solicit feedback from selected library staff members
- Share statement with all library staff
- Deliver statement to Library Leadership Team and deans for their approval



Photo by Agence Olloweb on Unsplash

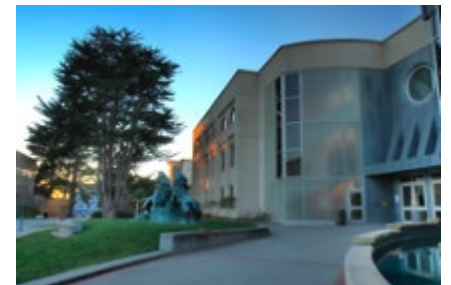


Photo by Majestic Lukas on Unsplash

Sherise Kimura

Collection Development Diversity Statement

- Brief Statement
 - Dedicated to curating equitable and accessible collections in service of our diverse learning community
 - Reaffirm the library's role as a collaborative and central partner in student success, faculty and staff excellence, research innovation, and social responsibility
 - Acknowledge long-standing systemic biases and structural inequities that have shaped how information is created, disseminated, organized, and accessed, and the role libraries have played in upholding these systems
 - Strive to build intentional collections that recognize, value, and embrace the diverse experiences and multiple identities within our community
 - Aspire to foster a community of scholars and lifelong learners who engage in critical inquiry and social justice that reflects their own backgrounds and the backgrounds of others
- Definition of terms: Accessible collections, Diversity, Equity, Inclusion, and Social Justice
- Strategies
 - Representation of Marginalized Perspectives and Community Engagement
 - Scholarly Communication
 - Assessing Collections
 - Cataloging and Metadata



<https://guides.usfca.edu/collections/collection-development-diversity-statement>

Diversity Award-Winning Books

Strategic Planning Tactic:

Design and implement a process with our book ordering vendor GOBI to automatically purchase and receive titles that have won DEIE awards.



Sherise Kimura

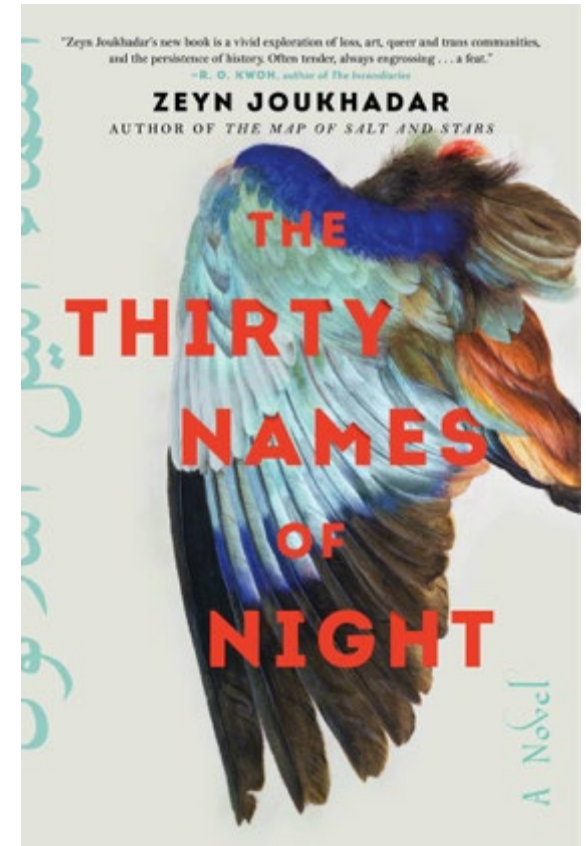
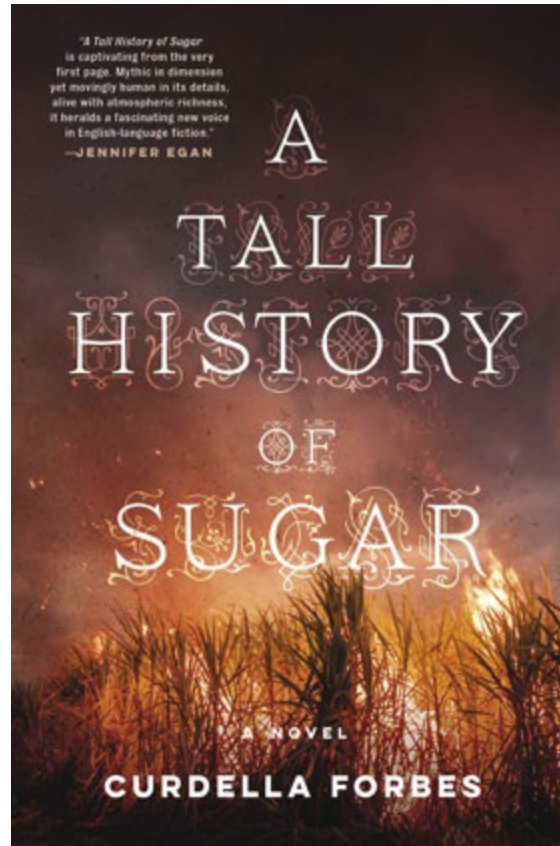
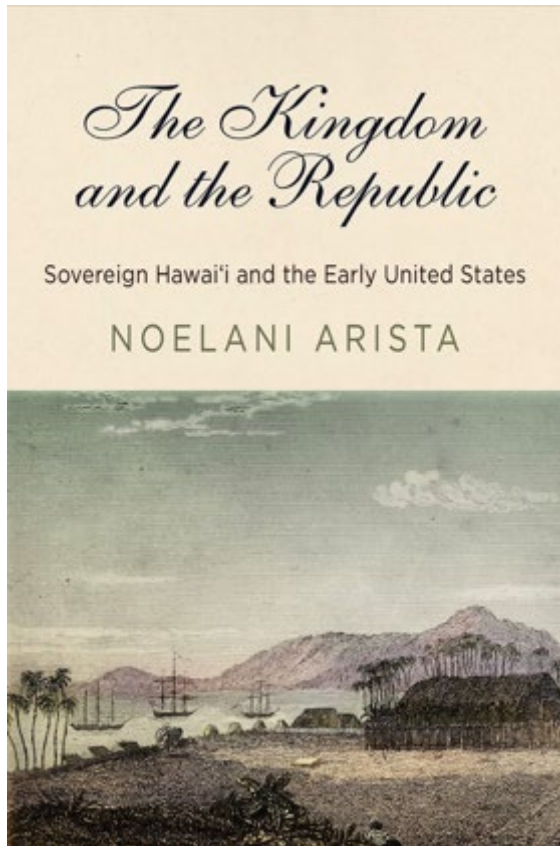
Review of Awards and Winning Titles

C	D	E	F	G	H
Diversity Award Name and Description (red font: awards we may want to select)	Award Code	TF member notes	Add to library profile?	Check with liaison? Select YES if you don't know if we should add award to library profile.	Additional notes
<u>Lambda Literary Awards: Lesbian Fiction</u>	LLA-LESBIAN FICT		Yes		
<u>Lambda Literary Awards: Lesbian Poetry</u>	LLA-LESBIAN POET	Single volumes, collected poems, and anthologies are eligible; chapbooks are not. Updated editions of previously published works are not eligible unless at least 50% of the poetry (not the supplemental text) is new.	Yes		
<u>Lambda Literary Awards: LGBT Graphic Novel</u>	LLA-LGBT GN	non-gender-specific works containing material of strong significance to members of the LGBTQ community	Yes		

Sherise Kimura

1	Diversity Award Name and Brief Descriptions
2	Arab American Book Award. Adult Fiction (AABA): One title per category annually. Sponsored by the Arab American National Museum. Created to honor books written by and about Arab Americans to generate greater awareness of Arab American scholarship and writing.
3	AABA: Adult Fiction.
4	AABA: Adult Non-Fiction. Evelyn Shakir Non-Fiction Award
5	AABA: George Ellenbogen Poetry Award
6	Association for Asian American Studies (AAAM): 1 title per year in 6 categories. Awarded to works of outstanding achievement focused on Asian American Studies.
7	AAAM: Creative Writing (Poetry)
8	AAAM: Creative Writing (Prose)
9	AAAM: History
10	AAAM: Humanities & Cultural Studies (Interdisciplinary/Media Studies)
11	AAAM: Humanities & Cultural Studies (Literary Studies)
12	AAAM: Social Sciences
13	AAIHS: Pauli Murray Prize One title per category annually. Named after lawyer, author, and women's rights activist-intellectual Pauli Murray, the prize recognizes the best book concerning Black intellectual history (broadly conceived) by a member of African American Intellectual History Society (AAIHS).
14	AAS: Bernard S. Cohn Book Prize. One title per year. Sponsored by the Association for Asian Studies. The prize "honors outstanding and innovative scholarship across discipline and country of specialization for a first single-authored monograph on South Asia, published during the preceding year."
15	AAS: E. Gene Smith Inner Asia Book Prize. One title per year. Sponsored by the Association for Asian Studies. The prize "honors outstanding and innovative scholarship across discipline and country of specialization for a book on Inner Asia published during the preceding year."
16	AAS: Harry J. Benda Prize. One title per year. Sponsored by the Association for Asian Studies. Given annually to an outstanding newer scholar from any discipline or country specialization of Southeast Asian studies.
17	AAS: James B. Palais Prize. One title per year. Sponsored by the Association for Asian Studies. The prize recognizes "distinguished a scholarly work on Korea."
18	AAS: John Whitney Hall Book Prize. One title per year. Sponsored by the Association for Asian Studies. Awarded for an outstanding English language book published on Japan or Korea during the previous year.
19	AAS: Joseph Levenson Prizes. Two titles per year. Sponsored by the Association for Asian Studies. Two awards for nonfiction scholarly books on China, one focused on China before 1900 and the other for works on post-1900 China.
20	ACA: Emily Toth Award. One title per year. Sponsored by the American Culture Association and the Popular Culture Association. Award for the "Best Single Work by one or more authors in women's issues in popular and American culture in a specific year."

Sherise Kimura



The Kingdom and the Republic: Sovereign Hawai'i and the Early United States by Noelani Arista—2019 Best First Book in Native American and Indigenous Studies Prize

A Tall History of Sugar: A Novel by Curdella Forbes—2020 Hurston/Wright Legacy Award for Fiction

The Thirty Names of Night by Zeyn Joukhadar—2021 Stonewall Book Awards Barbara Gittings Literature Award

Improving the catalog

Illegal Aliens → Undocumented immigrants (702 changes)

Aliens → Noncitizens (500 changes)

1	<i>Illegal aliens -- See Undocumented immigrants</i>
2	<i>Illegal aliens Legal status, laws, etc -- See Undocumented immigrants</i>

Justine Withers: I'm Justine Withers from the Metadata and Cataloging Department and I focus on our electronic resources. As Annie Reid said, the library, archives, and museum fields have been interrogating how we describe resources and whose viewpoint we are taking. Catalogers say "Cataloging is not a neutral act" and we recognize that the subject headings and classification systems we choose can have harmful effects. You might remember us in the Cataloging Department changing the main subject headings in our catalog from "illegal aliens" to "undocumented immigrants" and "aliens" to "noncitizens." It was important to make these dehumanizing terms less visible and we aren't going to coast on this one change. We are developing a process for the USF community to report concerns about how resources are described and a process for reviewing and responding to these concerns. While we are not able to guarantee making every requested change, we are committed to remediating biased descriptions and contributing to a welcoming and inclusive environment at USF. You can read more about this in a recent blog post, which you'll see referenced in our further readings list at the end.

Additional projects at Gleeson Library

Nicola Andrews Indigenous peoples and knowledge in library and information science, Indigenous Peoples of Oceania Commencement Ceremony Committee member

Charlotte Roh Representation in academic publishing and we here

Amy Gilgan RISE for Racial Justice facilitation work

Annie Pho, chair, Information Literacy Instruction Working Group Addressing bias and marginalized voices in Instruction Program Learning Outcomes

Justine Withers: You've seen the great work of my colleagues on this panel today. Many other people who work at Gleeson conduct research and practice in this area. Nicky Andrews, Charlotte Roh, Amy Gilgan, and Annie Pho are widely published and frequent presenters at conferences and workshops. we've included references to their work in our further readings -- including the Instruction Program learning outcomes that, among other things, address bias and marginalized voices.

Additional projects at Gleeson Library

Ariana Varela, chair, and Staff Development Working Group

In-house staff training on a full complement of DEIE topics

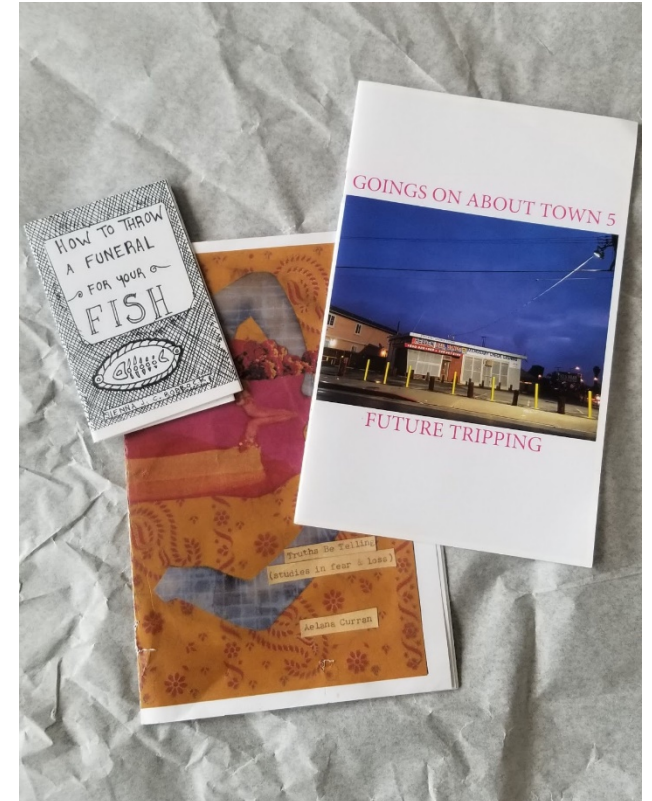
Amy Gilgan, chair, and Staff Diversity Task Force Hiring,

onboarding, mentoring, and retention

Fabiola Hernandez and Gleeson Zine Collective Original

cataloging of student and community “zines”

Justine Withers: The learning outcomes came out of our recent strategic plan. So has the work of the Staff Development Working Group. They are developing and implementing in-house staff training that will cover DEIE topics such as cultural humility, equity, social justice, and anti-oppression training. Another group supporting the strategic plan is the Staff Diversity Task Force, which reviewed the library's current hiring policies and practices, created guidelines for search committees, and designed onboarding, mentoring, and retention programs -- all framed by a DEIE perspective. If you've been to the second floor study space at Gleeson or to any of the frequently held zine workshops, you've seen the self-publications produced by the USF community and collected by the library. These zines are a powerful way for people to express themselves with pen and paper, glue, and a copy machine and the Zine Collective is devoted to giving students an accessible channel for their voices [mention Gina M and Elisa]. What you don't see is our Cataloging Librarian Assistant, Fabiola Hernandez, cataloging each of those zines -- usually from scratch. She takes care to make sure the subject headings she chooses reflect the author's intentions and optimize the zine's "findability." The catalog records she produces are shared with the global library community, making it easier for any library to incorporate a zine into their collection. Elisa mentioned the often "invisible work" that happens and I am glad to bring visibility to these important projects. We're going to open this up to the audience now and ask you some questions and answer any that you have. You can enter questions with the Q&A feature or through the chat.



Q&A

- What resonated with you today?
- How have Gleeson Library and University Archives supported the diverse communities at USF? Where are we missing the mark?
- How can the library collaborate with the USF community to curate diverse collections?

Justine Withers: Please share your thoughts on these questions in the chat. And again, ask any questions you like. If we run out of time, we will share more on the library blog, Gleeson Gleanings.

Contact us

Gina Murrell, Digital Collections Librarian

gmurrell@usfca.edu

Annie Reid, University Archivist

areid1@usfca.edu

Elisa Rodrigues, Library Systems Assistant

erodrigues2@usfca.edu

Sherise Kimura, Electronic Resources Librarian

kimura@usfca.edu

Justine Withers, Electronic and Continuing Resources Catalog Librarian

jwithers2@usfca.edu

Further readings

https://drive.google.com/file/d/1i-LNkrJG_PxfFJSIidga3LAWZvLHkAIZ/view?usp=sharing

Justine Withers: This is an iterative process. We are committed to doing the work and supporting the USF community. We welcome your thoughts and hope you will contact us about anything you want to talk about. There's a link to further readings in the chat and that document will go out with our slides as well (appended to document).

Gleeson Library Further Readings

This list was prepared to supplement the Gleeson Library presentation “No Shushing! Addressing Silences in Our Collections.” The presentation was part of a series coordinated by the GoUSF Racial Equity Challenge Committee for their 15-Day Challenge in April 2021.

Gleeson Collection Development Diversity Statement

Gleeson Library’s [Collection Development Diversity Statement](#) lays out how the library will “purposefully develop diverse, equitable, and inclusive collections.”

Gleeson Gleanings Blog

[Black Lives Focus of Two New Library Collections](#) introduces the BSU at USF digital collection, initiated by Gleeson Library Digital Collections and in collaboration with Special Collections & University Archives (SCUA), and the Black Lives Matter collection, a project being led by SCUA.

[Prioritizing Collection Diversity](#) describes the Gleeson program to acquire award-winning, diverse books in order to expand and enrich the Library’s general collection. The Strategic Planning Collection Diversity Task Force worked with the Library’s book vendor to enable the automatic receipt of winning titles.

[Changing the Subject at USF](#) details how the Gleeson Library Metadata and Cataloging department changed a harmful subject heading in the Gleeson and Zief catalogs and are working to address other biased subject headings.

Gleeson Instruction Program Learning Outcomes (partial list)

- Understand and articulate how the dominant systems of our culture have impacted and determined who has and who does not have authority and expertise in scholarship.
- Understand that information resources, search engines, and modes of knowledge production include their own characteristics and biases, and therefore should be approached critically.
- Examine how information has value and resides in systems of value (monetary, social, cultural, etc.).
- Identify strategies and resources to recognize, find, and elevate traditionally marginalized voices.

Gleeson LibGuides

[Anti-Racism Resources](#) “This page presents online materials you can use to begin to engage with anti-racism and social justice, to deepen your understanding of how our history, societal frameworks, and power structures are built to uphold racism, violence, and white supremacy. This guide was a collaborative effort by Gleeson Library workers, and represents their personal efforts to uphold social justice and dismantle white supremacy in their everyday work.”

White Privilege Resource Guide This page was created to support the “Check Your Privilege campus-wide social marketing campaign that sought to raise student, faculty, and staff awareness around social inequalities and privilege.”

Building Community Power and Resisting Police Violence “This Community Engagement Tool was created to support the USF Speak Out and Listen In: A Teach-In On Building Community Power surrounding nationwide events related to the Ferguson and Staten Island grand jury decisions.”

Gleeson Zine Library

Gleeson Zine Library “Zines are do-it-yourself (DIY) publications on a variety of subjects, depending on the individual interests of the creators. Common topics include personal stories, art and photography, cultural criticism, and social commentary. Gleeson Zine Library shares the University of San Francisco's commitment to social justice movements and local community activism by collecting and loaning print zines that center BIPOC and LGBTQIA+ narratives, and own voices. We engage the USF community in educational, social, and scholarly activities, including classes and workshops. We encourage submissions from members of the USF community.”

USF Land Recognition Statement

Land Recognition Statement (with Pronunciations) “The USF land recognition statement was written by a fellow guest in Ohlone (*pronounced “óh-LONE-e”*) territory: Calina (*pronounced “ka-LEEN-a”*) Lawrence, Suquamish (*pronounced “su-KWA-mish”*) Nation, USF Performing Arts and Social Justice Alumna, Class of 2016”

Additional Resources

Andrews, N. It's not imposter syndrome: Resisting self-doubt as normal for library workers. *In the Library in the Lead Pipe*, 2020(June).

Andrews, N. (2018). Reflections on resistance, decolonization, and the historical trauma of libraries and academia. In Nicholson, K.P. & Seale, M. (Eds.), *The politics of theory and the practice of critical librarianship*. Library Juice Press.

Andrews, N. & Humphries, J. (2016) *Negotiating indigeneity: Fostering indigenous knowledge within LIS curricula*. [Paper] International Federation of Library Associations and Institutions World Library and Information Congress, Columbus, OH.

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“up//root is a publishing collective that exists to center the works, knowledge, and experiences of BIPOC within the context of the library and archive community.”
Librarian Charlotte Roh is a Community Manager on the We Here site and advises their publication up//root.