A seat at the table

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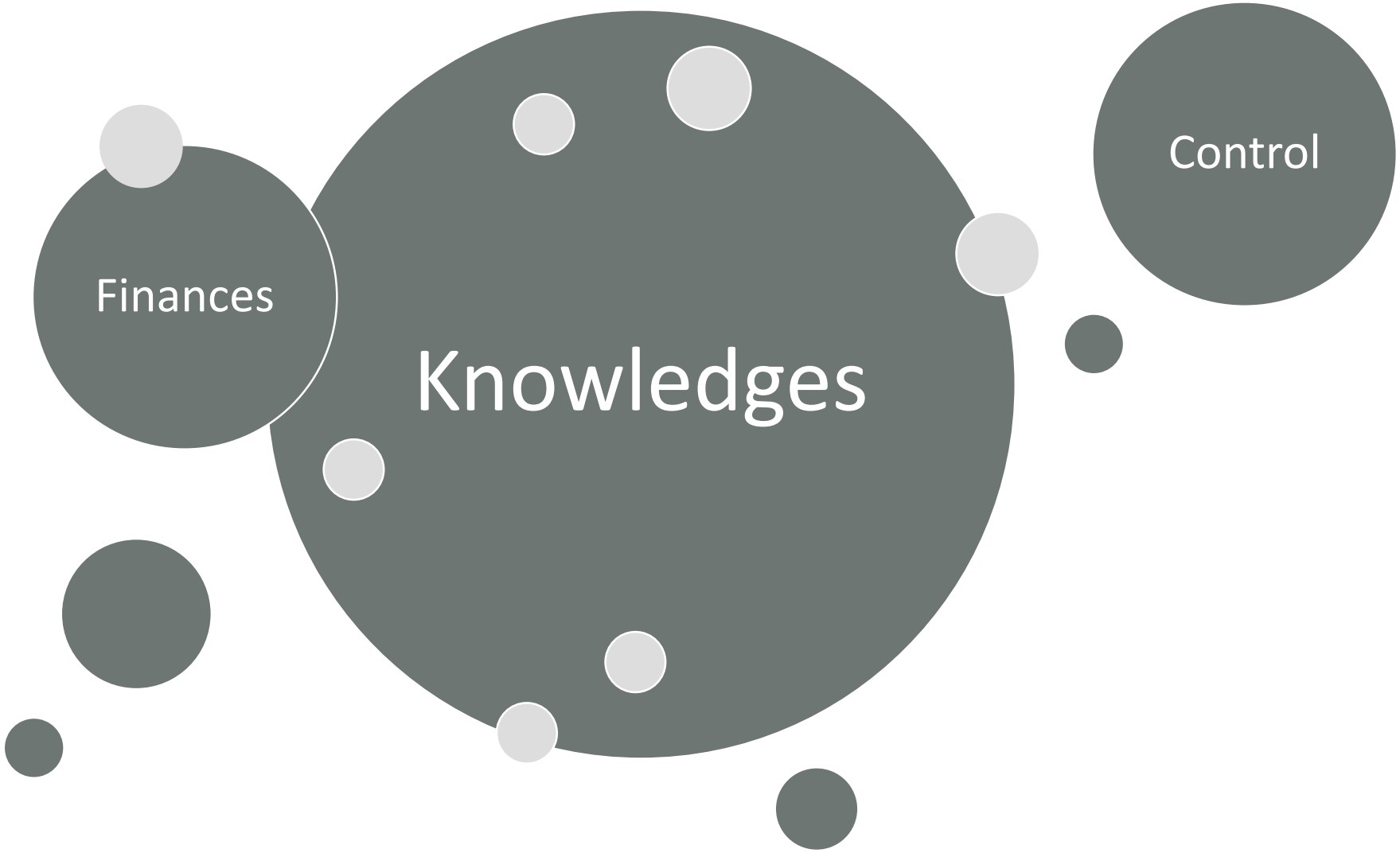
“You show up at your friend’s house, and they’re happy to see you, but they haven’t prepared anything

It doesn’t mean the thing’s not going to be great, but you don’t feel as included as you could have if your friend was 100% on board

They just thought of all the stuff that they thought would be good for the day

- set out a table of snacks and you can’t eat half of it because you’re allergic”


Finances
Knowledges
Control

Knowledges

What is diversity?

Diversity Council of Australia
https://www.dca.org.au/

What are our implicit biases?

Project Implicit
https://bit.ly/3eB8z0k

What are our personal values?

Barrett Values Centre
https://bit.ly/3n36Io2

What do our accessibility plan say about us and our priorities?

Australian Accessibility Action Plans
https://bit.ly/38keohi

Content and thematic analysis of plans
https://bit.ly/3k3sKVG

Finances

What are the benefits of partnerships?

Tech Inclusion
https://bit.ly/353evMa

What are low-cost ways we can increase inclusivity?

BookTrust
https://bit.ly/36bSV7x

What resources can we refer to, to nurture inclusivity in the library?

Curated list of resources
ttps://openpagesweb.wordpress.com/2018/11/19/curated-resources-on-diversity-inclusion-accessibility-and-equity-for-libraries/

What free or low-cost toolkits are available on inclusivity?

American Library Association
https://www.asgcladirect.org/resources/

Control

For our tech…

Inclusive Design Principles
https://inclusivedesignprinciples.org/

For ourselves…

The Library Lab
https://bit.ly/355FAhR

Leeds Testing Atelier
https://bit.ly/3k3mzRn

For hiring…

The diversity we seek
https://bit.ly/38lpV02

Ask for feedback – forms, online surveys, email feedback	Staff skills / knowledge - (DigiChat, Future Skills Plan – let's chat!)	Paths of entry – Distance to transport? Lights along your road?
Interactive / engaging - WebAccessibility, Web 2.0, H5P	Virtual maps, wayfinding, advertise 24 hour WiFi (if you don't have 24/7, can you re-budget?)	Show you're aware - ("Autism Aware", website, signs for mental health awareness)
Environmental cues – Considering "atmosphere" https://bit.ly/32oWFSc	Live chat, phone services, AUSLAN apps (give time for responses!)	Safety - Cybersecurity policy? Staff presence? Security guard?

Do we have…:

Opening hours and quiet/busy times on Google?

Instructions on how to travel to us via public transportation?

Signs of where the closest toilet is?

No one table will ever be perfect or ideal…

“ I don’t know if anyone from the library has ever approached her about it – that any purchase has been made to make her more comfortable, even though she’s visibly not being accommodated by the space. Even though the need might be met – could it be improved?

Could the need be met in a better way? ”

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I acknowledge the support and contribution of participants and Endeavour Foundation in the completion of this study. This research is supported by an Australian Government Research Training Program (RTP) Scholarship. Thank you to Mary Coe and Kat Cain for their feedback on previous versions of this presentation.