

Becoming Better Allies

Committed to Equity in UCSC Libraries

Wendy McMullen, MLIS

She/Her Pronouns

User Services Resource Sharing

McHenry Library, UCSC

Ally synonyms: colleague, friend,
accessory, accomplice, collaborator, helper



Land Acknowledgement

UC Santa Cruz is located on the unceded territory of the Awaswas-speaking Uypi Tribe. The Amah Mutsun Tribal Band, comprised of the descendants of indigenous people taken to missions Santa Cruz and San Juan Bautista during Spanish colonization of the Central Coast, is today working hard to restore traditional stewardship practices on these lands and heal from historical trauma.”

In the summer of 2020 I formed the Group **Becoming Better Allies** along with a circle of library staff.

Becoming

The first word “becoming” denotes that our anti-racism work will never end.

Better

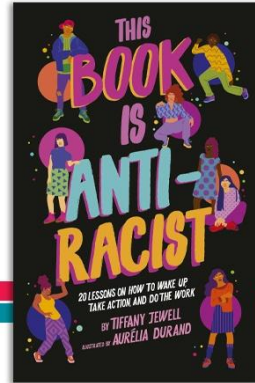
The word “Better” suggests that we realize although we have been non-racist, we haven’t done enough anti-racism work in our daily lives and in the field of librarianship.

Allies

The word Ally has the following synonyms and we like to think we are embracing all of them: colleague, friend, accessory, accomplice, collaborator, helper

“For a long time, I looked at the word allyship as being totally performative—like people changing their Facebook photos to reflect “solidarity” with the most recent justice issue.

Now I understand it’s dependent on who you are, where you are, who you work with, how old you are, and how you understand the words.” *Tiffany Jewell*



Bright Colorful ‘Graphic Novel’ Style for ages 11+

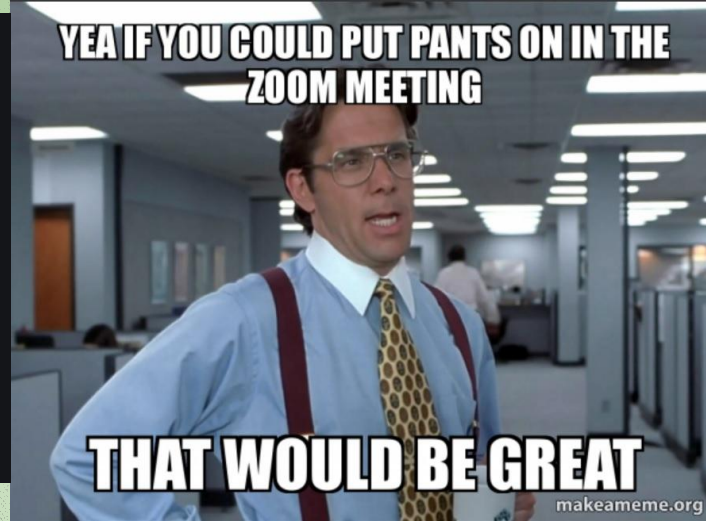
[On Being Comfortable with Discomfort”: Tiffany Jewell Explains What It Means To Be Anti-Racist, Jan 13, 2020](#)
by Vanessa Willoughby

How is BBA structured?

- Not a book group and we are less formal than the Library DEI team.
- We are not an official library group. We are a more grassroots group endeavor.
- Meets biweekly to discuss issues related to Anti-Racism, Diversity, Equity, Inclusion, and Justice (DEIJ).
- Four to Six library staff members attend on a regular basis, with even more rotating in and out as their schedules allow.



**ME: THIS SHOW
IS BORING.
BOSS: AGAIN, THIS IS
A ZOOM MEETING.**

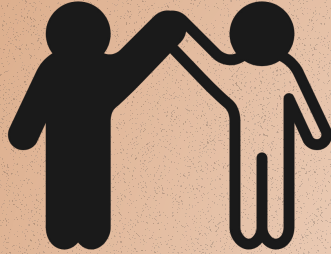


While the library was closed and we were stuck at home and in zoom meetings we were limited with how much we could accomplish within the walls of the library and on campus. We spent our time meeting, learning and relearning about anti-racist work.

Creating A Statement of Intention & Guiding Principles

In order to form your own group's [statement of intention and guiding principles](#), research what other groups and organizations are doing

Examples Anti-Racist Library Groups (See the Bibliography & Resource Slide at the end of the presentation)

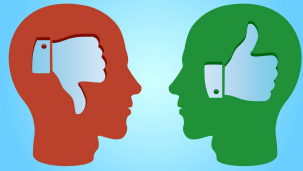
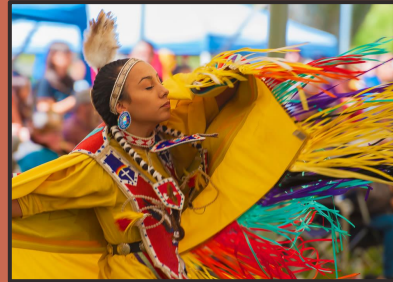


Becoming Better Allies provides a safe place for library workers to discuss difficult issues like race, examine their own prejudices, and come up with positive steps they can take in their personal lives and at work. We do not shame each other and allyship is not a competition it is a group effort..

BLACK
LIVES
MATTER



Our group has looked at a variety of DEIJ-related issues over the last year.

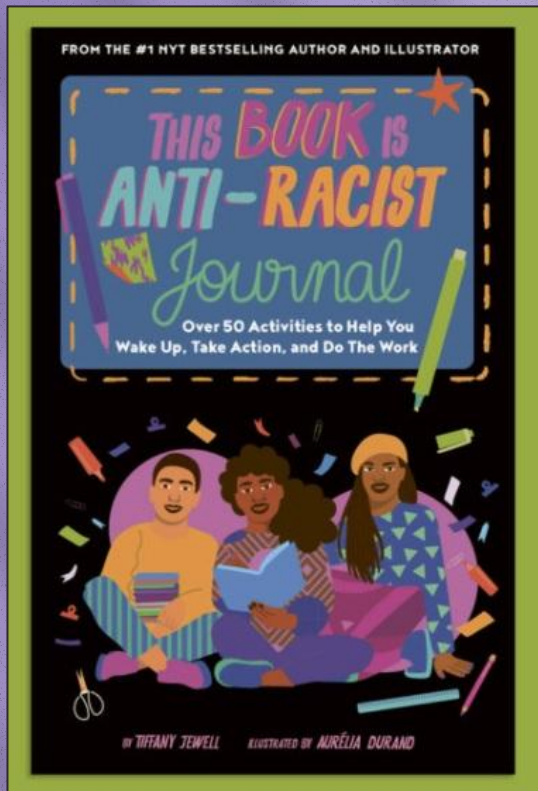


SELF CARE

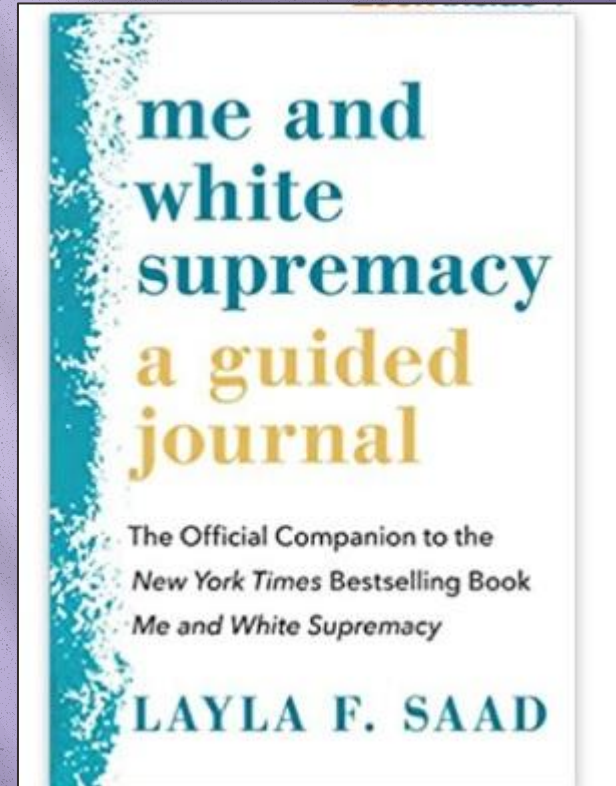


Members generally take turns choosing a topic to explore





- We work on the foundational understanding of anti-racism
- We educate ourselves independently, while also collaborating with our colleagues
- We stay humble about what we don't know.



Becoming Better Allies

Home

Asian American and Pacific Islander

Indigenous Peoples



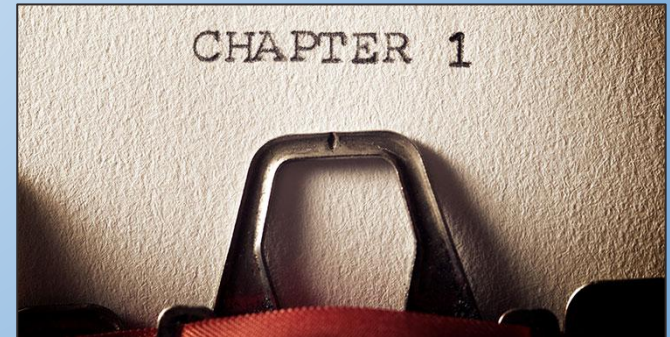
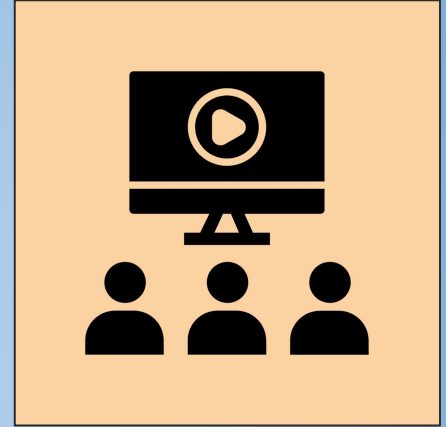
Becoming Better Allies: Committed to Equity in UCSC Libraries

[Link Here](#)

ANTI-RACISM RESOURCES



We've used Resources from articles, book chapters, podcasts, recorded webinars and presentations from YouTube. We also took advantage of UC's agreement with Academic Impressions, for professional DEI development trainings.



HOW TO HIDE AN EMPIRE

A HISTORY OF THE GREATER UNITED STATES



DANIEL
IMMERWAHR

PICADOR

THE CLASSIC NATIONAL BESTSELLER

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—BERNARD ZINN

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and the development of the US economy." —STEPHEN L. CARTER

THE HALF HAS NEVER BEEN TOLD

SLAVERY AND THE MAKING OF
AMERICAN CAPITALISM

EDWARD E. BAPTIST

AN INDIGENOUS PEOPLES' HISTORY OF THE UNITED STATES

ROXANNE DUNBAR-ORTIZ

Recognizing & Discussing these issues as a group brings in more understanding and helps us defend BIPOC, LGBTQ+ and other marginalized communities with examples from history, psychology, sociology and statistics etc.



We here

we here.

- We've had guest speakers from other departments on campus present to us.
- We've also use our time to find out about the ally organizations that are creating impact so that we can learn from them and join them in solidarity.



• anti-racism daily.



• Native Land Digital

Back on Campus--What Now?

Putting what we've learned throughout the year into action

- **Continue** holding ourselves accountable
- **Learn** from our campus community:
- **Goals:** *Brown bag presentations*
 - Now that we are back in the physical library we want to join in solidarity with our students, faculty & staff who are in need our allyship.





Underground
Scholars Initiative
@undergroundscholars

ASIAN AMERICAN/PACIFIC ISLANDER RESOURCE CENTER

About Events Resources Opportunities Contact Us Give



CHECK OUT OUR BLOG!

The Market:
Send us your most beautiful words (poems, anecdotes, fictional stories, D.V.s, etc.) and images (photography, art, comics, etc.)
We want to hear and share your stories!

Student Resource Centers

WELCOME TO UCSC'S



WOMXN'S CENTER

**Lionel Cantú
Queer Resource
Center**



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A resource center in support of LGBTQIA+ undergraduate & graduate students, staff, and faculty at UCSC.

queer.ucsc.edu | (831) 459-2468 | queer@ucsc.edu



African American
Resource and
Cultural Center -
AARCC
@aarcc.ucsc



**RENAISSANCE
SCHOLARS
PROGRAM**

Foster leadership and empower students; we assist you in becoming strong, independent scholars!



Welcome!

The American Indian Resource Center is dedicated to serving the needs of Native American students at UC Santa Cruz.

Feedback from Participants in Our Group

- Have expressed their gratitude for making this space open to them.
- Appreciate finding a way to participate in these critical debates and problems without feeling obligated to sort things out on their own during a year marked by many frightening, and sometimes daunting, changes and trials.



Additional Resources

- Other Anti-Racist Groups: Videos and Blogs. Including Statement of Intention & Guiding Principles for the groups
- Becoming Better Allies Website: For a plethora of resources
- Building An Anti-Racist Workplace
- DEI Foundations (through Academic Impressions)
- Public Library Segregation: The Tougaloo Nine, Arrested for Reading in a *White's Only* Library
- Become a Patreon: Here are some groups we are supporting: we here, Anti-Racism Daily, Native Land Digital,
- Why Capybaras So Friendly ? And Why Do Animals like Capybaras So Much?



About this photo: “Why Are Capybaras So Friendly?”

Thank You

Feel free to get in
touch with me

Wendy McMullen
mcmullen@ucsc.edu

Slide Images for Educational Use Only

Slide 4

Slide 5

Slide 6 [Make a Meme](#)

Slide 8

Slide 9

Slide 10

Slide 13

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Slide 16

Slide 17 photo taken by Wendy

Slide 18

Slide 19

Slide 21

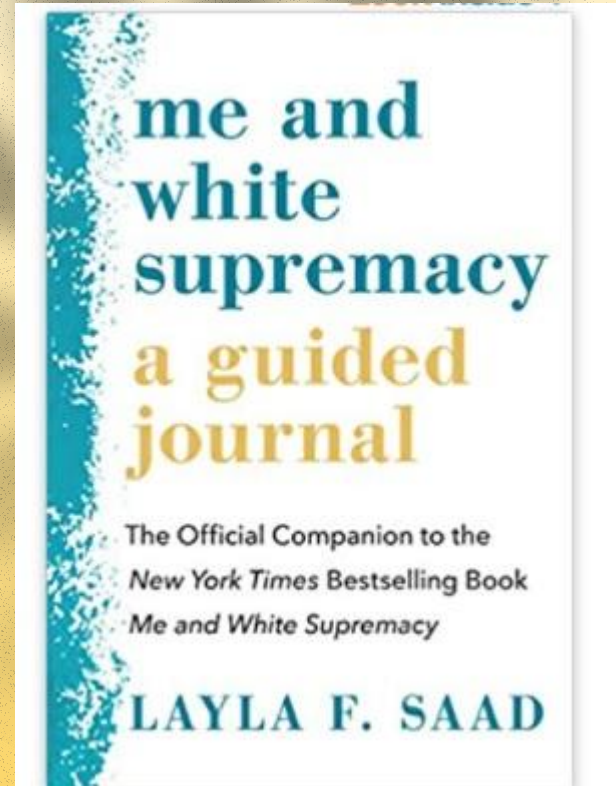
Here are more slides related to Anti-racism
& White Allyship

We use this journal in the Anti-Racist Community of Practice Group. We are 4 Librarians from 4 different states meeting once a month.

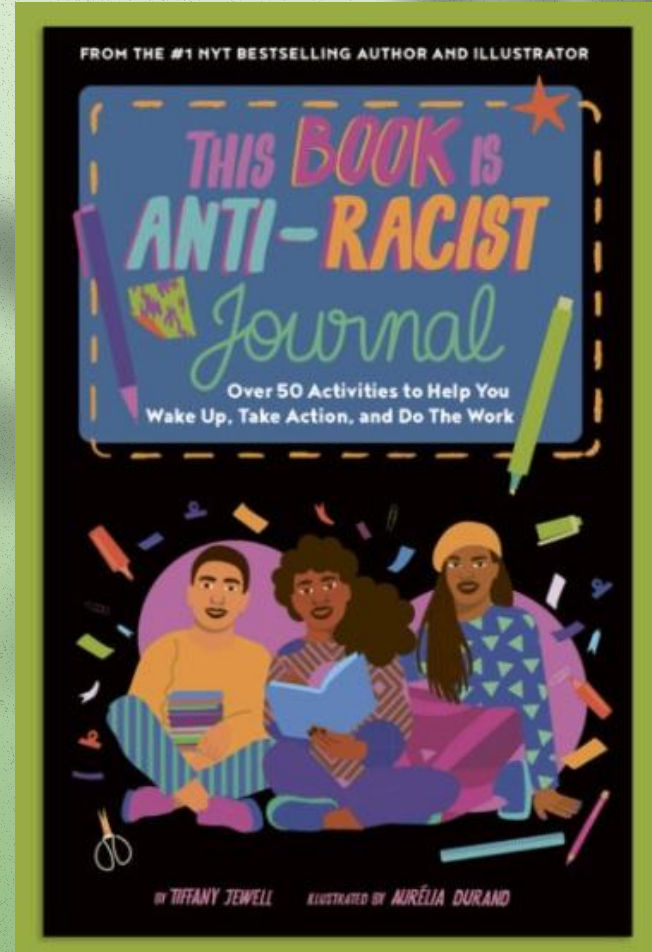
Also helpful Layla's

Good Ancestor Podcast:

An interview series with change-makers & culture-shapers exploring what it means to be a good ancestor. Hosted by globally respected speaker, anti-racism educator, and New York Times bestselling author of *Me and White Supremacy*, Layla F. Saad.



On Being Comfortable with Discomfort: Tiffany Jewell Explains What It Means To Be Anti-Racist, Jan 13, 2020 by Vanessa Willoughby



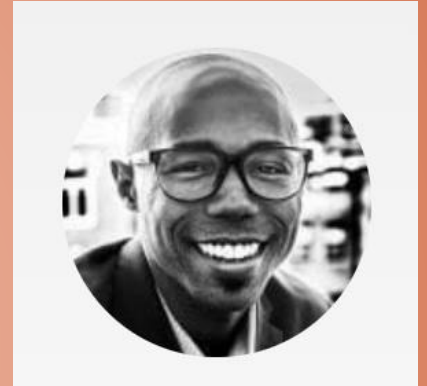
1. Definition of Ally "One that is associated with another helper, a person or group that provides assistance and support in an ongoing effort, activity, or struggle."

2. Ally is now often used specifically to describe a person who is not a member of a marginalized or mistreated group, but who expresses or gives support to that group. Allyship attempts to level power dynamics.

3. Allyship helps to develop an understanding for others who don't share that identity. It is helpful in confronting ignorance, and bias, and stereotypes, and misinformation. Typically, the person who is an ally often has more power, capital, or just revered and held up in a society in a way that those who are marginalized are not.

4. Allyship will always matter, because there's always going to be some kind of power dynamic, or some kind of way that some folks have access to resources and some don't.

5. "Allyship is not about saving or rescuing. Everyone is born whole and complete. The world, systems, and patterns of engagement need fixing to better account for the experiences of everyone. Allyship is not walking in someone else's shoes. This is impossible. Instead, allyship is understanding the steps that others take and joining them on their journey."



Dr. Domonic Rollins,
Consultant, Coach & Organizer

Academic Impressions
instructor

BBA studies how white supremacy, racial violence, and systemic racism have shaped, and continue to shape American society and our Institutions. Including Universities and University Libraries.

These issues are complex and pervasive and we need to consider how they shape our workplace and the lives of our colleagues.

Public Library Segregation:

See presentation

[Arrested for Reading in a *White's Only* Library](#)

Many anti-segregation demonstrations happened before and after lunch counter protests, and many were in libraries.



Courtesy of the Mississippi Department of Archives and History via Digital Library of Georgia.

“The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy.” Martin Luther King Jr.



“The beauty of anti-racism is that you don’t have to pretend to be free of racism to be an anti-racist. Anti-racism is the commitment to fight racism wherever you find it, including in yourself. And it’s the only way forward.”
— Ijeoma Oluo



Ijeoma Oluo

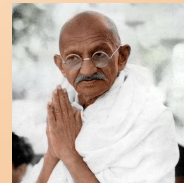
“It is white people’s responsibility to be less fragile; people of color don’t need to twist themselves into knots trying to navigate us as painlessly as possible.”
— Robin DiAngelo



“In a racist society it is not enough to be non-racist, we must be anti-racist.”
— Angela Davis



If we could change ourselves, the tendencies in the world would also change. As a person changes their own nature, so does the attitude of the world change towards them.We need not wait to see what others do.” Gandhi



Famous Letter from a Birmingham Jail, Dr. Martin Luther King Jr. wrote:

“First, I must confess that over the past few years I have been gravely disappointed with the white moderate. I have almost reached the regrettable conclusion that the Negro’s great stumbling block in his stride toward freedom is not the White Citizen’s Council or the Ku Klux Klanner, but the white moderate, who is more devoted to ‘order’ than to justice; who prefers a negative peace which is the absence of tension to a positive peace which is the presence of justice; who constantly says: ‘I agree with you in the goal you seek, but I cannot agree with your methods of direct action’; who paternalistically believes he can set the timetable for another man’s freedom; who lives by a mythical concept of time and who constantly advises the Negro to wait for a ‘more convenient season.’ Shallow understanding from people of good will is more frustrating than absolute misunderstanding from people of ill will.”