Differences are strength: Increasing the value of East Asian Library Collections

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Being dedicated to academic excellence also requires dedication to equity, inclusion, and diversity
Moving beyond the traditional
United States Context
ASIAN IS NOT A VIRUS, RACISM IS
What can you do?
The research library, like any institution, operates through a set of legacy systems that have been in place for decades. These systems implicitly and explicitly perpetuate inequity because they have been traditionally centered on whiteness and patriarchy as a default.
What is your strategy for being a more diverse, equitable, inclusive, and accessible organization?
Why is this so difficult?
False Harmony

Vocational Awe

Neutrality

Single Issue Simplification
Who is being marginalized?
Strategy for being a more diverse, equitable, inclusive, and accessible library
Strategy must include or create

1. Clear Objectives or goals
2. Incentives/Rewards
3. Infrastructure
4. Policy
5. Communications plan
A CHOICE TO EMPOWER
Inclusion Diversity Equity Accessibility
Advancing your career

1. Move beyond your areas; collaborate; partner
2. Look towards solving the bigger
3. Contribute a broader vision for DEI work based on your identities & lived experience
4. Be the change you want to see
5. Seek out sponsors to help you
Conclusion

1. Be courageous
2. Learn from each other
3. This is extremely difficult but rewarding work
4. Repair is part of the process
5. Take risks
Questions?