



# Building Radical Empathy

califa.org/BRE forum

**Day One** Wednesday, May 3, 2023

## A few important hints for the day:

1. We are aiming to minimize paper use/printing, so you will find materials from our team in a [virtual folder](#). (To access the resources, please click on the word or scan the QR code.)



Virtual Folder



Jamboard

2. We want to be able to accurately capture your ideas, so many of our group activities will take place in [JamBoard](#). (To access the JamBoard, please click the word or scan the QR code.)

3. We recognize that there are multiple learning/processing styles in the room, so there will also be opportunities to handwrite/draw throughout our time together. Our team will scan those images and upload them to the virtual folder, so that this creativity is not lost.

4. We want you to feel like this discussion is a celebration, so LaShaune has created a [Spotify playlist](#) for you to enjoy.



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## All times are listed as Central time.

- **9:00 AM - 9:30 AM, Registration and Networking**
  - Continental breakfast
  - Tour Sign Up
- **9:30 AM-10:45 AM, Welcome and Introductions**
  - Welcome led by Nicole and Veronda
    - Housekeeping–location of facilities, Wifi, etc.
  - Icebreaker/Introductions
  - Setting some ground rules using the [Courage & Renewal Touchstones](#)
    - Led by LaShaune P. Johnson, Estella Lucia Evaluation, LLC
  - Who are we? Quick Share Out of pre-convening survey.
    - Led by LaShaune
- **10:45 AM -11:00 AM, Break/Who is Missing/Practice Using the JamBoard**
  - Look for [JamBoard](#) titled: Who is missing from this conversation?
  - While you are taking a stretch/biological break, try to find the JamBoard and answer this question: Based on what you just learned about who we are: Whose voice is missing from this convening that should be here? (Not specific names, but kinds/categories of people)
- **11:00 AM-1:00 PM, Presentations from the Advisory Committee**
  - **Dr. Nicole A. Cooke, Phd, MEd, MLS**, Co-Project Director, Augusta Baker Endowed Chair and Associate Professor, School of Library and Information Science, University of South Carolina
  - **Dr. Aisha Johnson**, Project Committee Member, Associate Dean for Academic Affairs and Outreach, Georgia Institute of Technology



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- **David Pack Atkins**, Project Committee Member, Dean, University Libraries, East Tennessee State University
- **Veronda Pitchford**, Co-Project Director, Assistant Director, Califa Group/Infopeople
- **Holly Smith**, Project Committee Member, College Archivist, Spelman College
  
- **1:00 PM-2:15 PM, Lunch and facilitated reflection activities**
  - **Lunch time work project:** Tomorrow we have a Visioning Session. To help with that LaShaune will talk you through some activities:
    - **Go to [JamBoards](#) labelled Activity A1 and A2.**
      - A1: Currently, Black voices in archives are...
      - A2: In the future of archives, I see Black voices...
    - **Activity B: Graphic recording posters based on the HBCU student/staff data we collected.** Each table will be called to add post-it notes to posters on the wall:
      - On the blank post-it next to the graphic images, post reflections and thoughts about the data presented
    - **Go to [JamBoard](#) labeled Activity C: Barriers and Facilitators**
      - C1: "**Community**" with the Words Barriers/Facilitators
      - C2: "**Archivist/Librarian (student/staff)**" with the words Barriers/Facilitators
  
- **2:15 PM-2:45 PM, Group Conversations about Current Successes.**
  - Based on what we heard in the presentations this morning, and on your own experience, what innovation/excellence currently exists for expanding the profession? **Go to [JamBoard](#) labeled Activity D: Success.**
  - **2:15 PM -2:30 PM**, Small group discussion
  - **2:25 PM -2:45 PM**, Entire group discussion



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- **2:45 PM- 3:15 PM, Group Conversations about Barriers to Success.**
  - Based on what you heard today, and your own experiences, what are some of the structural, personal, educational, and economic factors that impact the field's ability to attract and retain talent in the field? Go to the [JamBoard](#) labeled Activity E: Barriers.
  - **2:45 PM -2:55 PM**, Small group discussion
  - **2:55 PM --3:15 PM** Entire group discussion
- **3:15 PM-3:30 PM, BREAK**
  - Do a virtual Gallery Walk of all of the various JamBoard we've done today! Pay special attention to the HBCU student/staff survey graphic images in the room.
- **3:30 PM-4:15 PM, The Current Pipeline and Community Experience**
  - What have we learned from the Student/Staff Survey? Surprises? Things you want to know more about? Go to the [JamBoard](#) labeled Activity F: Pipeline.
  - **3:30 PM -3:40 PM**, Small group discussion
  - **3:40 PM -4:15 PM**, Entire group discussion
- **4:15 PM-5:00 PM, Summary of the day**
  - Summary of themes
  - Do you have questions for the group?: Go to [JamBoard](#) labeled Activity G: Lingerin Thoughts.
  - Checking in with our Graphic Recorder
  - Outlining the Plan for the next day and reminder about readings
  - Two Minutes of breathwork before we leave:  
[https://youtu.be/Pv\\_TP\\_PcJEw](https://youtu.be/Pv_TP_PcJEw)



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- **5:00 PM-5:15 PM, Closing, logistics**
  - Parking
  - Rides
  - Dinner
- **5:30 PM-6:00 PM, Optional Tour of UIC Special Collections**

## Day Two

Thursday, May 4, 2023

- **8:30 AM-9:00 AM, Networking and Breakfast**
  - Breakfast
  - Tour Sign up
  - Reflection Conversations on Sticky Notes on the Wall:
    - "Survival Skills for the Black Librarian/Archivist"
    - "Making a Quilt: What is Radical Empathy Look like in Libraries, Special Collections, and Archives"
    - Self care Tips in an Unempathetic world
- **9:00 AM-9:30 AM, Reflections on Radical Imagination**
  - Quick Powerpoint of yesterday's themes
  - Nicole will facilitate a discussion about Radical Imagination
  - Where does your radical imagination take you? Look for the [JamBoard](#) labeled Activity H: Radical Imagination.
- **9:30 AM-10:10 AM, Adding to the quilt.**
  - What steps/actions does our industry need to take to achieve our vision of the future of archives? Look for the [JamBoard](#) labeled Activity I: Areas of Growth.



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- **9:30 AM-9:40 AM**, Small group discussion
- **9:40 AM-10:10 AM**, Entire group discussion
  
- **10:10 AM -10:50 AM, Building the field.**
  - What are the strategies for attracting, retaining and supporting students and staff who are interested in/have potential for archives and special collections? Look for the [JamBoard](#) labeled Activity J: World Building.
  - **10:10 AM-10:20 AM**, Small group discussion
  - **10:20 AM-10:50 AM**, Entire group discussion
  
- **10:50 AM -11:05 AM, Break**
  
- **11:05 AM-11:45 PM, Survival of the Fittest?**
  - What should be the core elements of the curriculum, both “soft” and “hard” skills? Look for the [JamBoard](#) labeled Activity K: Skills.
  - **11:05 AM-11:15 AM**, Small group discussion
  - **11:15 AM-11:45 AM**, Entire group discussion
  
- **11:45 AM-1:00 PM, Lunch, Healing the Field**
  - At your tables, you will find sticky notes and paper. You will need them for this activity. We will collect your sticky notes at the end of lunch. During lunch, we want you to work in small groups (try a different table for lunch!) to think about how you can take the lead in healing the field.
    - Questions are adapted from chapters in Right Within: How to Heal from Racial Trauma in the Workplace by Minda Harts:
      - What does healing our profession mean to you?
        - What is the goal?
        - What are people doing?
        - Who needs to be involved?



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- What does freedom in the workplace mean to you?
  - What does radical empathy look like for students?
  - Finally, what does radical empathy look like in the workplace?
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- **1:00 PM-2:00 PM, Arriving, Thriving and Surviving in Libraries/Archives.**
    - What should be the Strategies for Attracting, Retaining, and Supporting the Mentorship Pool and for Influencing the broader field? And, based on your Survival Skills and Self Care tips, how do we live in Radical Empathy to support others already in the field? **Look for the [JamBoard](#) labeled Activity L: Thriving.**
    - **1:00 PM -1:20 PM**, Small group discussion
    - **1:20 PM - 2:00 PM**, Entire group discussion
  - **2:00 PM –2:15 PM, Break and Sharing Resources**
    - Share any additional resources on the sticky walls—we will make copies of these and share them later.
  - **2:15 PM -3:00 PM, Winding Down, What's next?**
    - Graphic Recorder
    - Today's Themes
    - Where do we go next?
    - Location of post-convening resources
    - Links to Surveys
  - **3:00 PM -3:15 PM, Closing**



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## Supporters

We couldn't have organized this event without help from the following organizations.



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## Augusta Baker Chair

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