

UPSTATE

University of South Carolina

LGBTQ+ in Library Instruction: Creating an Inclusive Environment

Please complete a quick survey:
<https://tinyurl.com/LIBRISPRESURVEY>

South Carolina LIBRIS Conference
Friday, May 17, 2019

University of South Carolina Upstate
Up is where we live.



LGBTQ+ in Library Instruction: Creating an Inclusive Environment

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Before We Begin...

- **This may be a sensitive topic.**
 - If you are uncomfortable or triggered, please take care of yourself and feel free to step out of the session.
- **Participation is encouraged.**
 - This is a no judgement zone.
 - Respect differing opinions.
- **YMMV - Your Mileage May Vary**

Session Overview

- LGBTQ+ Terminology
- Demographics
- Issues and Barriers
- Toolkit – 6 Best Practices
- Open Discussion/Questions



Basics

–Sexual orientation

→ attraction

Examples:

gay	asexual
lesbian	pansexual
bisexual	demisexual



Basics

–Gender identity

→ “Core sense of being” (PFLAG)

Examples:

cisgender

transgender

gender queer



Basics

– Disorders of Sexual Development (DSD)

→ Chromosomal, gonadal, or anatomic sex is atypical

More encompassing and less stigmatizing than “intersex” (Accord Alliance)

- ✓ Ask person for preference of terminology
- ✓ Outdated/Offensive: Hermaphrodite



Basics

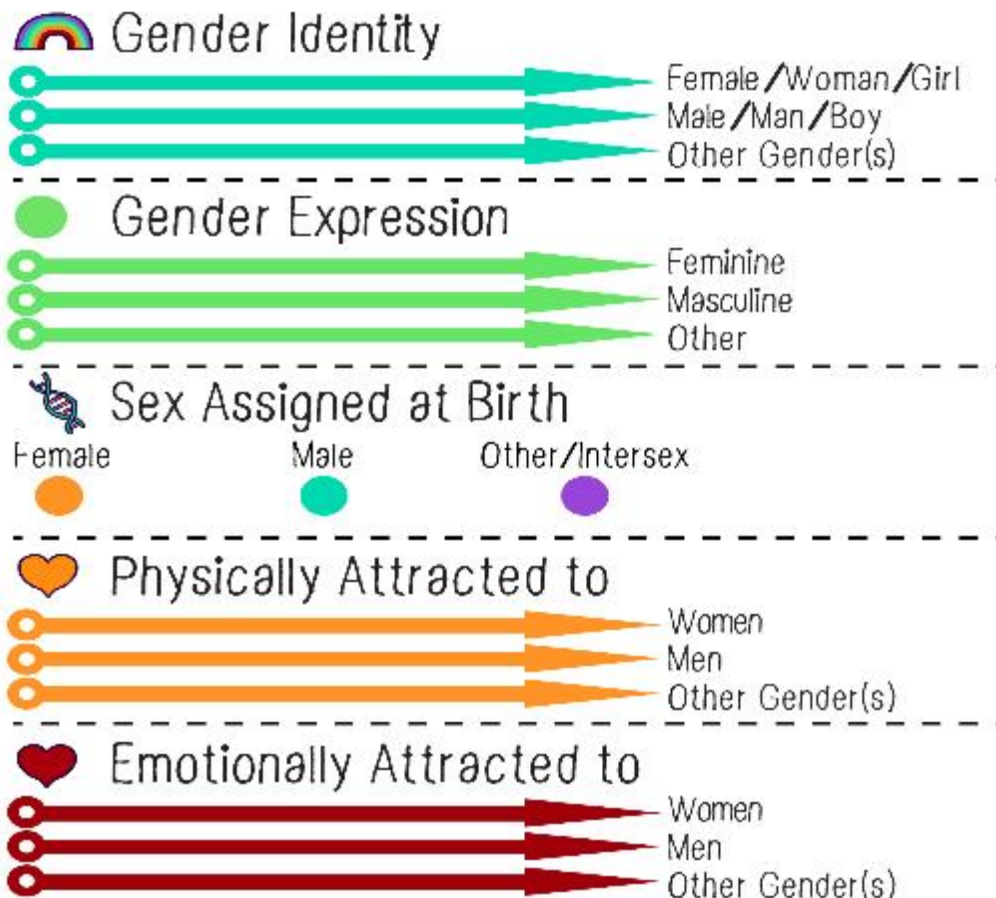
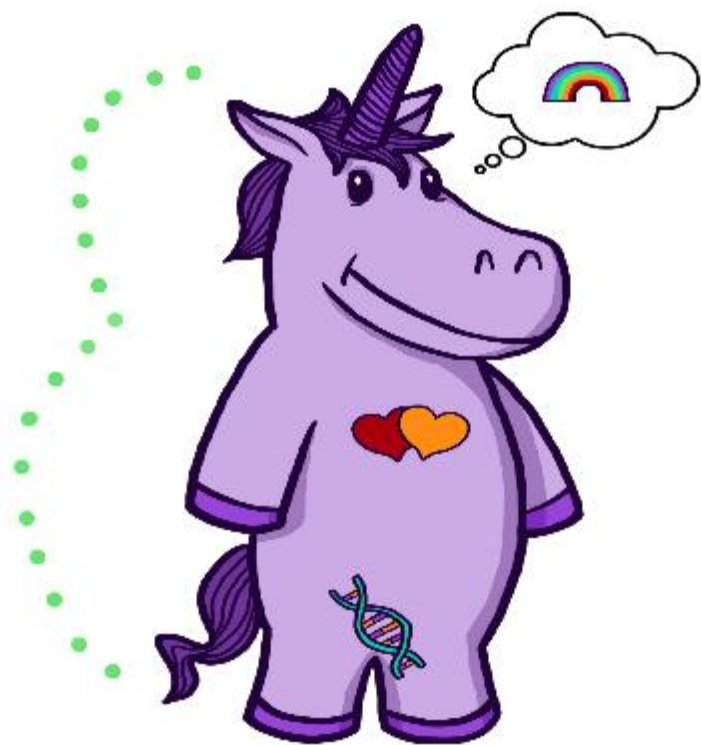
- Queer

- Different meanings
- Some consider more encompassing
- May refer to sexual orientation and/or gender identity
- Still may be considered offensive
 - ✓ Best course of action: Let other person indicate their preference of terms – ask if you are not sure



The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore

Source: Trans Student Educational Resources (TSER) - <http://www.transstudent.org/gender/>



Vocabulary Guides

- PFLAG

<https://pflag.org/glossary>

- GLAAD

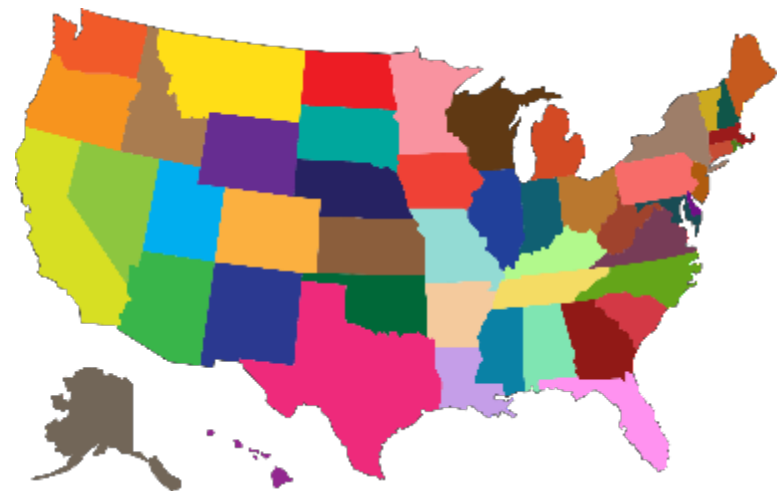
<https://www.glaad.org/reference/LGBTQ>



Source: [openclipart/](#)

By the Numbers...

- 2017 Gallup Poll: About 4.5% of people in the U.S. identify as LGBTQ+
 - College Graduates: 4.7%
 - Some College: 4.4%
- Other estimates:
 - ~1 million LGBTQ+ college students (Trammel, 2014)
 - 1 out of 10 (Windmeyer, Humphrey, & Barker, 2013)



Source GDJ. openclipart



Issues Facing LGBTQ+ Students

Higher incidence:

- Harassment and Discrimination
- Emotional, physical, and sexual abuse
- Stress and anxiety, thoughts of suicide
- Drug use
- Eating disorders
- Finances
- Problems with roommates

(Rutgers Tyler Clementi Center, 2018)

Factors Contributing to Student Success



Source Juhele. openclipart

- Campus climate
- Institutional support

(Garvey, Squire, Stachler, & Rankin, 2018;
Wexelbaum, 2018)



Potential Barriers in Libraries

Student Concerns

(Lupien, 2017)

- Fear of judgement
- Confidentiality

Library/Librarian Issues

(Hawkins, Morris, Nguyen, Siegel, & Vardell, 2017)

- Institutional culture
- Lack of knowledge about resources
- Personal beliefs/perceptions



One Librarian's Experience...

Developing a Toolkit

Best Practice #1: **Use Names and Personal Pronouns**



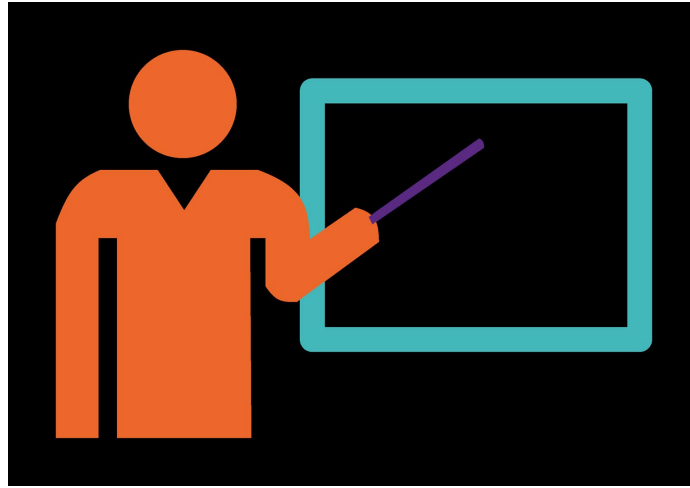
Personal Pronouns

- Those that a person uses and wants others to use
- May be gender-specific or gender-neutral
- More info: [UW Milwaukee LGBT Resource Center](#)

Examples:

she/her/hers	he/him/his
they/them/theirs (plural or singular)	ze or zie (say: “Zee”) for she/he/they
hir/hirs (say: “here”) for her/hers, him/his, them	Never use: “it” or “he-she”

Names and Personal Pronouns: Setting the Tone



Source: openclipart

- Begin your instruction sessions by saying your name as well as your personal pronouns.

“My pronouns are _____.”



Names and Personal Pronouns: Student Participation

- First, ask for name and personal pronoun.
“What pronoun do you use?”
- If a student is unsure, guide through example.
- If there is laughter/unexpected response:
 - Offer a brief explanation about not making assumptions and respect for people of different gender identities.
 - Don't dwell on rationale.



Best Practices

- Don't assume
- Avoid gender-specific references such as “yes, ma'am OR yes, sir”
- Don't discount small steps!
 - Ask and refer to students by first name if you are uncomfortable with asking for pronouns.
- Mistakes happen - sincerity is what matters



Source: Wikimedia Commons



Developing a Toolkit

Best Practice #2: **Incorporate LGBTQ+ in Instruction Content**

Examples

- Instructional Materials
 - [Search Strategy Worksheet](#) - example for forming research question and developing keywords
 - LibGuide/Research Guides on LGBTQ+ topics, such as [same-sex couples and families](#)

- Searching Databases
 - Explaining acronyms and variations in search results (i.e. LGBT, LGBTQ, LGBTQIA, etc.)

Search Strategy Worksheet

Name: _____

Search Preparation Worksheet - Psychology

Created by John Siegel, MLS, MEd, AHIP/ Coordinator of Information Literacy-Assistant Librarian

TIP: Be sure to review the General "Tips and Tricks" for Searching on the back side/second page of this handout BEFORE you complete this worksheet.

1. Write your research question. [This is just for practice. Your research question may change.]

2. From your research question above, write the major concepts (either single words or short phrases) below.

Major concept #1: _____

Major concept #2: _____

Major concept #3 (if applicable): _____

Major concept #4 (if applicable): _____

3. For each of your major concepts, write several synonyms or other search terms that might be useful for searching. This is a beginning list – you may add to it later.

- a. HINT: Consider using *Wikipedia* (<https://www.wikipedia.org>) and *Psychology Wiki* (http://psychology.wikia.com/wiki/Psychology_Wiki) to come up with synonyms/alternate terms.

Synonyms for major concept #1:

Synonyms for major concept #2:

- d. Another search I may try (HINT: Mix and match your major concepts and synonyms):

_____ AND _____ AND _____ AND _____
(if applies) (if applies) (if applies)

General "Tips and Tricks" for Searching

- When searching, keeping it simple and taking time to think about your search terms will give you better results!
- EXAMPLE:**

Research Question: "How does social support impact depression levels among the elderly LGBT community?"

Major concept #1: social support **Major concept #2:** depression **Major concept #3:** elderly **Major concept #4:** LGBT

Search statement: social support AND depression AND elderly AND LGBT

Synonyms: friendship, mental health, aging, seniors, homosexuality, gay men, lesbian, bisexual, transgender

Other search statements: friendship AND depression AND aging AND homosexuality
social support AND mental health AND aging AND gay men
social support AND depression AND LGBT

Key Points:

- Leave off words that are implied or that do not add meaning, such as a, an, in, the, on, of, off, does.
- Focus on major concepts, which are single words or short phrases. Short phrases are usually 2-3 words.
- Avoid entering your entire question or part of your question (word for word) as your search. This confuses the database. In the example above, you would not want to search for 'How does social support impact depression levels among the elderly LGBT community?' or 'social support LGBT elderly.'
- Remember that databases only search the identifying information of an article and the abstract (short description/summary), not the entire article, so you have to be creative with your search terms.
- Brainstorm synonyms and think broader and narrower. In the example above, note one of the synonyms listed is mental health. Articles that discuss mental health may address depression, even though depression is not mentioned in the title or abstract.
- "Buzzwords," lingo, and acronyms are not used by everyone and may vary. In the example above, note the synonyms for LGBT – homosexuality, gay men, lesbian, bisexual, transgender.
- If you have three or more major concepts, you may need to broaden your search by leaving off a concept. In the example above, note the 'other search statement' above that does not include major concept #3, elderly. There may be articles on social support and depression among LGBT individuals that may address the elderly, even though elderly is not mentioned in the title or abstract.

LibGuide/Research Guide

UPSTATE LIBRARY

Library / LibGuides / Same Sex Marriage and Families / Legal Resources

Same Sex Marriage and Families: Legal Resources

Welcome!

Finding Books & DVDs

Finding Articles

Legal Resources

Internet Resources

Obergefell v. Hodges



On June 26, 2015, the United States became the twenty-first and most populous country to legalize same-sex marriage as a result of the U.S. Supreme Court's decision in **Obergefell v. Hodges**. The court ruled that the denial of marriage licenses to same-sex couples violates the Due Process and the Equal Protection clauses of the Fourteenth Amendment of the United States Constitution.

Databases

- [ProQuest Congressional](#)
Includes full text. Formerly known as Congressional Publications. Comprehensive online resource for congressional publications and legislative research. For details on collection contents, please click "more."
(<https://tinyurl.com/yawjegkk>)
[more...](#)
- [LexisNexis Academic](#)
Includes full text. News, legal, business, medical news and reference information. See Nexis Uni for version with new interface.
(<https://tinyurl.com/y9wcthbl>)
- [govinfo | Next Generation Federal Digital System](#)
Provides free public access to official publications from all three branches of the Federal Government.

Need Help?




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Developing a Toolkit

Best Practice #3: **Utilize Critical Information Literacy Practices**



Incorporating Diversity and Critical Thinking

- Source evaluation
 - Caitlyn Jenner – examining perspectives in news, blogs, and magazines
 - Try to use examples that incorporate multiple diversities – for example, racial and LGBTQ+ (i.e. Laverne Cox)

- Subject headings (i.e. LC and databases)
 - Discussion: Terms related to diversity that may be outdated or politically charged
 - transsexual (rather than transgender) plus examples such as illegal aliens (rather than undocumented immigrants), Blacks (rather than African Americans)



Developing a Toolkit

Best Practice #4: **Diversity Statement**

Commitment to Diversity

- Include a statement about equity/diversity in instruction program mission/goals and share with stakeholders



Source: foto. openclipart



Sample Statement

Western Illinois University

Social Responsibility

Library instruction faculty work to provide an understanding of information fluency in context **that fosters equity, diversity, cultural, and community fairness for all students in all situations**, for all disciplines during and beyond the academic experience.



Developing a Toolkit

Best Practice #5: **Be a Collection Steward for LGBTQ+ Materials**

Guiding Principles

ALA Code of Ethics

- “**Equitable** service policies and access”
- “Uphold principles of **intellectual freedom**”
- “**Resist all efforts to censor** library resources”
- “Distinguish between our personal convictions and professional duties and **do not allow our personal beliefs to interfere with fair representation of the aims of our institutions or the provision of access**”

Guiding Principles

ALA Bill of Rights

- Should not exclude materials “because of the origin, background, or views of those contributing to their creation” or “partisan or doctrinal disapproval.”
- “Libraries should challenge censorship...”
- “[F]ree expression and free access to ideas”
- “Right to privacy and confidentiality”

Guiding Principles

ALA Interpretation of Bill of Rights:

*Access to Library Resources and Services
Regardless of Sex, Gender Identity, Gender
Expression, or Sexual Orientation*

- **Equitable selection and removal**, based on “written, approved collection development policy”
- **Equitable access to materials and resources**, including youth

From 2014...

You are here: [Home](#) » [All News](#) »

USC UPSTATE ADMINISTRATOR, STUDENTS SPEAK OUT ON CONTROVERSIAL BOOK

FEBRUARY 21, 2014 AT 9:40 AM



A USC Upstate administrator and students are speaking out about a controversial book about a gay radio show, after a South Carolina legislator proposed a nearly \$20,000 cut to university funding.

The book, "Out Loud: The Best of Rainbow Radio," is required reading for freshman at USC Upstate.

On Wednesday, the House budget committee tentatively approved a spending plan that would cut \$17,142 from USC Upstate's budget.

Watch this video and hear what Dr. Clif Flynn, associate vice chancellor for academic affairs, and several of our students had to say about the book during an interview with WLOS.

[Read USC Upstate's Official Statement](#)

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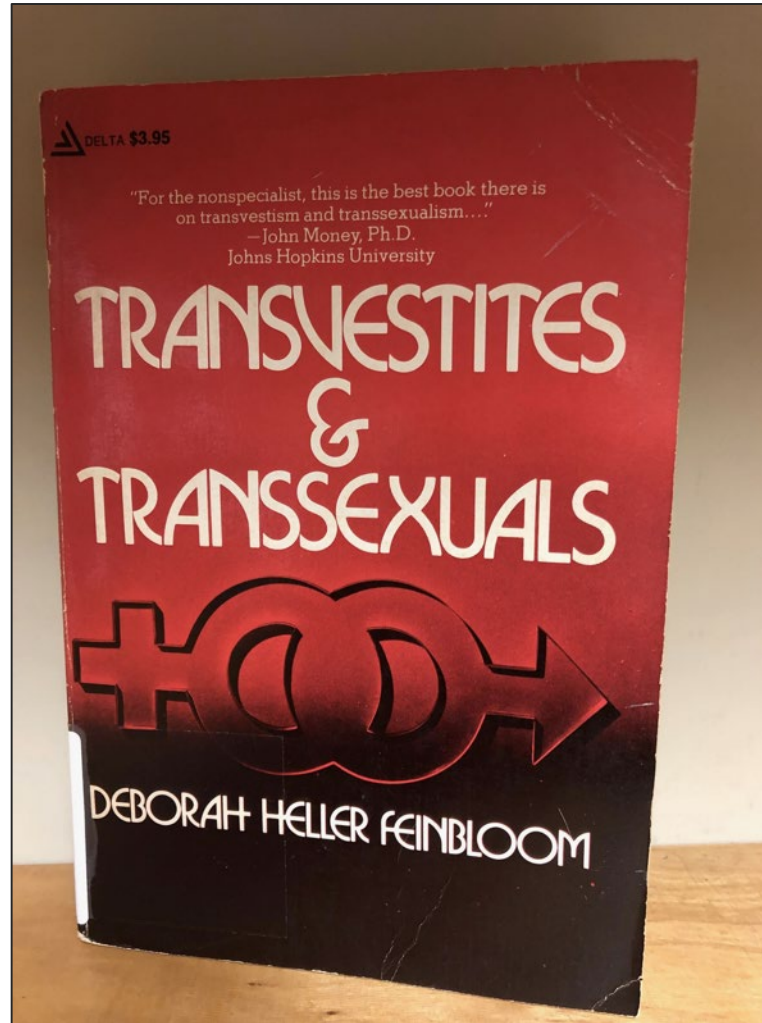
[Athletics](#)

[Child Protection Training Center](#)

[College of Arts and Sciences](#)

[College of Arts, Humanities and Social Sciences](#)

What Do You See?



Have You Reviewed Your Collection Lately?

- Date/Currency?
- Terminology?
- Publisher?
- Author?

- Is it a primary source?
- Is it a historical analysis?
- Is it comprehensive?



Source: foto. openclipart

Book/material reviews can inform decisions!



Collection Development

Resources

- [ALA GLBTRT Professional Tool Kit](#)
- [Resources for College Libraries \(RCL\)](#)
- [Choice Reviews](#)

Collection Development Resource Guide

<https://tinyurl.com/LGBTQCollectionDevelopment>



Developing a Toolkit

Best Practice #6:
**Keep Up-to-Date
and Liaise with Others**

Some Ideas...

- ✓ Keep up with terminology
- ✓ Attend trainings, such as Safe Zone
- ✓ Monitor news for developments on your campus and in your community
- ✓ Reach out to campus offices and student organizations, such as Campus Life/Multicultural Programs, Gay and Straight Alliance (GSA) to collaborate
- ✓ Work with LGBTQ+ organizations in your community – possible instruction opportunities



Let's Share!

What tools/techniques do you use at your library?
What questions do you have?

If you feel more comfortable being anonymous,
submit a comment/question here:

<https://tinyurl.com/LIBRISQUESTIONS>



Thanks Y'all!

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