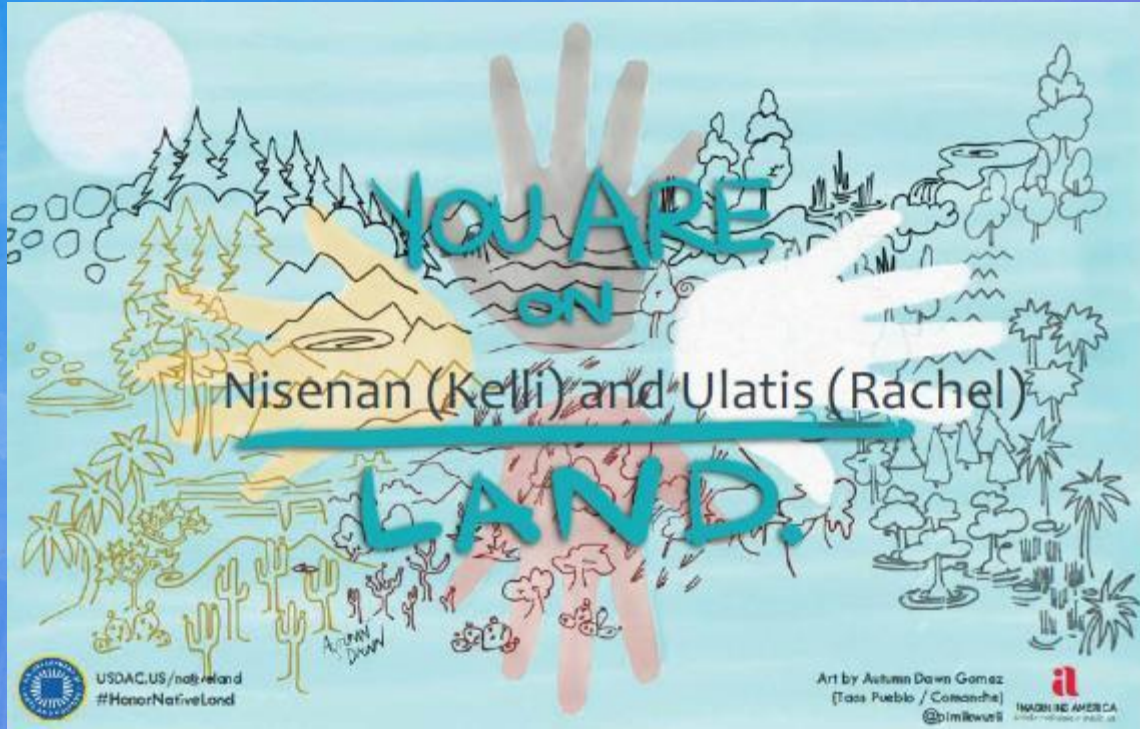




Deconstructing the Self:
Reconstructing Assessment through
Reflection and Action

Land Acknowledgement



For this virtual only presentation, Kelli and Rachel would like to acknowledge and thank the Nisenan and the Ulatis tribes, whose lands we occupy as we created these slides. We hope that you, the viewer, will take a moment to acknowledge and thank the tribes whose land you stand on.

For more information on Land Acknowledgements and to download beautiful posters, please go to : <https://usdac.us/nativeland>



USDAC.US/nativeland
#HonorNativeLand

Art by Autumn Dawn Gomez
(Tasa Pueblo / Cotacocha)
@imileweli



Hello!



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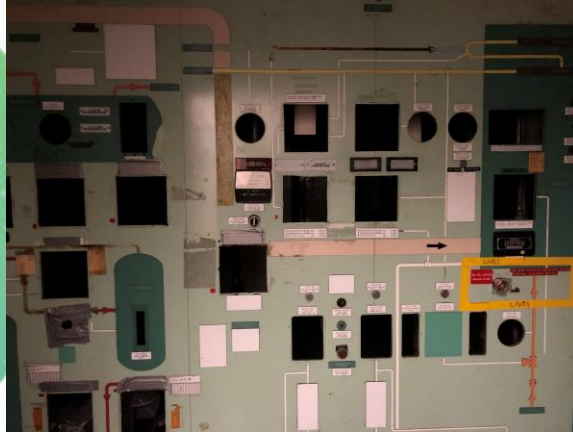
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Acknowledgement



The first section of this PowerPoint is based on the work of Molly Higgins and Rachel Keiko Stark. Please see our chapter in the ALA book: *Diversity, Equity, and Inclusion in Action: Planning, Leadership, and Programming* for more information. <https://www.alastore.org/DEIaction>

Topics Covered

- ✓ Bias
- ✓ Retraining the brain
- ✓ Thinking and decision making/assessment
- ✓ Reflective practice
- ✓ Self-Care and Intersectionality

As our presentation was converted to a virtual presentation, we attempted to modify our exercises for brain training to the individual and virtual environment.

Definitions

For use in this presentation

Unconscious Bias

- ✓ Unconscious Bias is a combination of things, we have identified and then defined some of those things for this workshop.

Unconscious Bias is a combination of:

- ✓ Racism
- ✓ Microaggressions
- ✓ Cognitive Bias

Unconscious Bias

- ✓ Racism is a huge force in which personal prejudice acts with the power of social, political, and cultural institutions to create structural inequalities.

Racism is a very charged topic, and it's a surefire way to make people defensive, whether they're acting in a way that's racist or not.

Unconscious Bias

- ✓ Microaggressions are small, everyday occurrences that people may enact without malicious intent, but that still have negative consequences. They are a way to describe problematic behavior that the people doing the behavior might or might not understand is problematic.

Microaggressions often cause people to turn to someone they trust and say, can you believe this happened....

Unconscious Bias

- ✓ Cognitive bias are hard wired into our brain and influence to make choices even with the evidence right in front of us tells us that the choice is not a good one.

There are many types of cognitive bias, including confirmation bias, in group bias, endowment effect, and halo and horns effect.

Unconscious Bias

- ✓ Even if none of us think of ourselves as racists, homophobic, or otherwise prejudiced, we take in all kinds of messages from the world around us that create and cement opinions, attitudes, and thoughts that are harmful to others.

Unconscious Bias exists in all areas of our lives and is experienced by all people.

Fun Activity

Which is now a fun solo activity



Reflecting on Bias – On Your Own

For the Virtual Setting

Consider the following examples. think of whether you have experienced something similar, and you if you have seen a library user experience something similar.

- ✓ I would like to speak to your manager – pointing at our only male employee (he's not the manager)
- ✓ Are you a student here?
- ✓ I never would have guessed you're Jewish
- ✓ What country are you really from?

Discussion (For if you're in a group, Self-Reflection for at home users)

Talk to your neighbor

Which of the shared experiences reflect your professional experience?

Share with your table

Did any of the shared experiences surprise you?

Full group discussion

What would you like to share with the group?

Bias and Library Assessment

The background of the slide is a close-up photograph of an artist's palette and brushes. The palette is in the foreground, showing various colors of paint. Behind it, a black brush holder is filled with numerous brushes of different sizes and colors. The lighting is dramatic, with strong highlights and deep shadows, creating a textured and artistic feel.

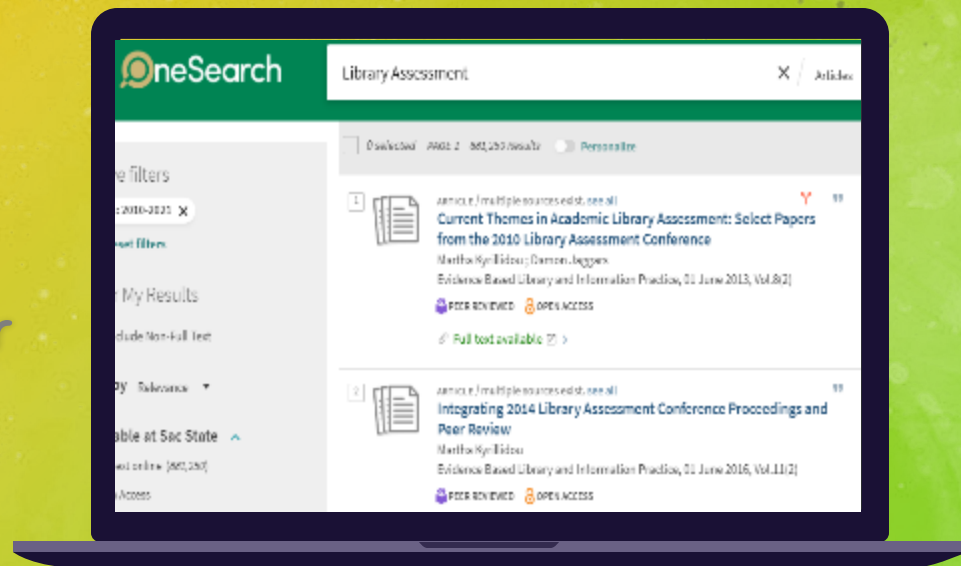
Library Assessment is a way to hold ourselves accountable. When we do not address unconscious bias in ourselves, we are not holding ourselves accountable for the inherent inequalities in our profession.

Read (or re-read) an article that describes Assessment.

Did the authors consider biases when they wrote this article?

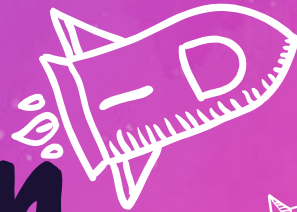
Did the authors address biases in their article?

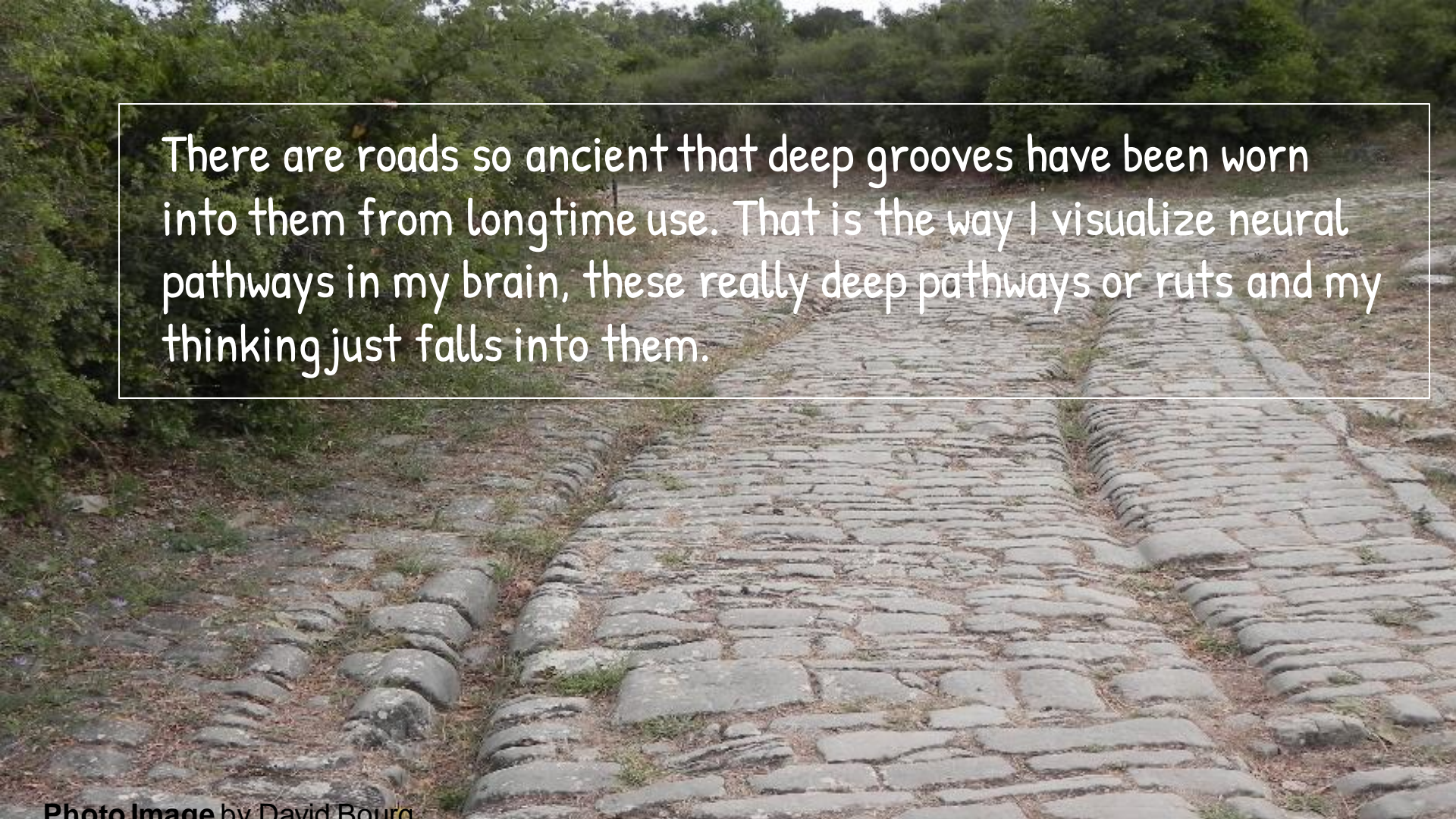
Can you identify where bias might be present in the assessment the authors used?



Application

Read, apply, return (reflect for solo-users)



A photograph of an ancient stone-paved road, likely Roman, featuring deep, parallel grooves worn into the surface. The road is made of large, rectangular stone blocks and is flanked by dense green trees and foliage. The perspective is from a low angle, looking down the length of the road as it recedes into the distance.

There are roads so ancient that deep grooves have been worn into them from longtime use. That is the way I visualize neural pathways in my brain, these really deep pathways or ruts and my thinking just falls into them.

Cognitive Bias

The Original Assessment Tool

Hard-Wired Origins

Lower Order Thinking

Subjective Reality

Key Attributes of Unconscious Bias

Automatic

Activated without an individual's
intention or control

Malleable

Can be replaced with new mental
associations

Pervasive

Everyone possesses them, even those
avowing commitments to impartiality

Activities that train the brain for critical reflection

Exploring topical theory

Reading research

Formal and informal discourse

Workshops, Seminars & Conferences

Can you think of any other activities?

Assessment & Limbic/Prefrontal Cortex Interactions

Instinctive/Reactive

Safety & survival
Emotions

Wizard
Brain

Reflective/Metacognitive

Modulation
Regulation
Empathy
Insight
Ethics & Morals
Communication



Lizard
Brain



“The reasonable prefrontal cortex usually reins in the boisterous, impetuous limbic system by putting things in perspective, judging the danger, advising compromise or restraint as need be, keeping us in a state of wellbeing”

Diane Ackerman ~ One Hundred Names for Love: A stroke, a marriage, and the language of healing

Reflective Practice

Exercise: Please take a moment to define reflective practice in your own words. Write down what you know about reflective practice, then cover your answer.

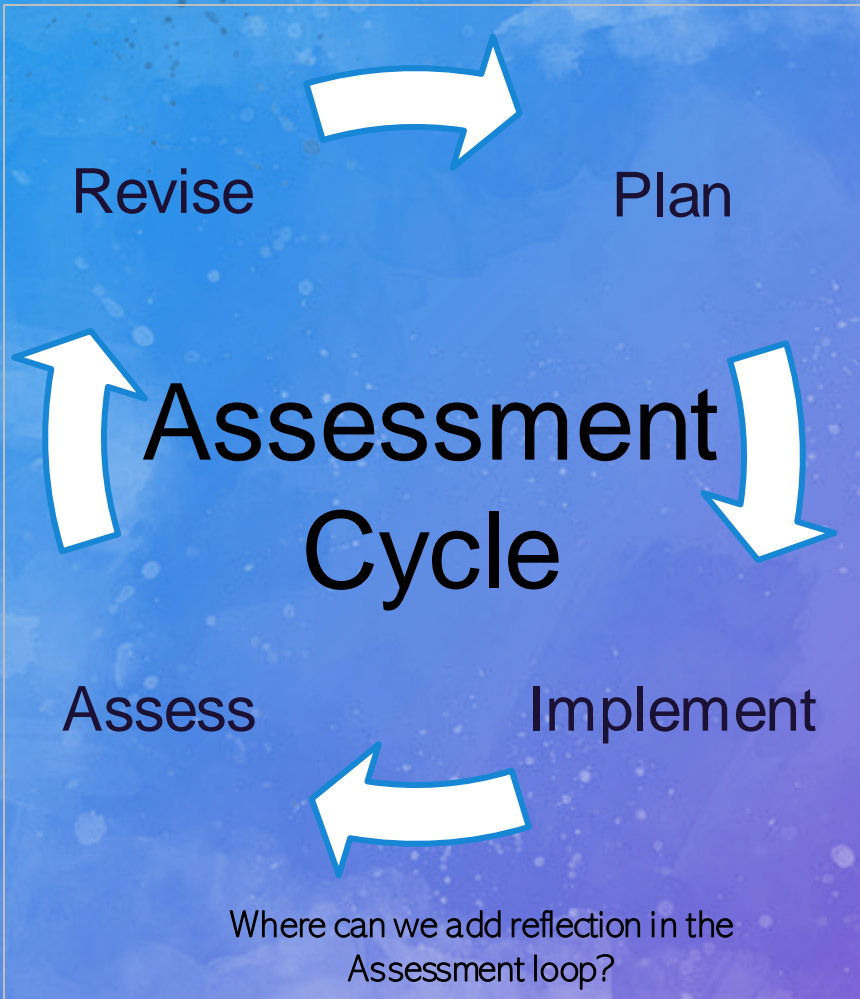
Interconnectivity



Reflective
Practice

Assessment

*"Every reaction is a learning process; every significant experience alters your perspective."
— Hunter S. Thompson*



Exercise: Self-reflection or group activity

Think about the process of creating or revising a lesson plan for information literacy instruction.

What are some ideas for using *reflective practice* in each stage of the assessment cycle?

Critical Reflective Practice

Adds to reflective practice by examining one's own assumptions about professional practice as well as assumptions of the profession and the broader culture (Miller, 2020)

What are your thoughts on the statement:

“I don’t see color when working with my students, faculty, patrons”

Moving Beyond Binary Assessment

Let's Practice

Exercise: Please read Nicole Cooke's counter-storytelling article highlighting the specific challenges of being faculty member of color in library and information science. What feelings are triggered in you while reading? Does the information in this article spark any new perspectives or connections for you?

Just Breathe

It's good
for you

Mindfulness

& Critical Self-Reflection

Take a moment to reflect on your own dimensions of intersectionality.

Who are you?

Practicing Mindfulness

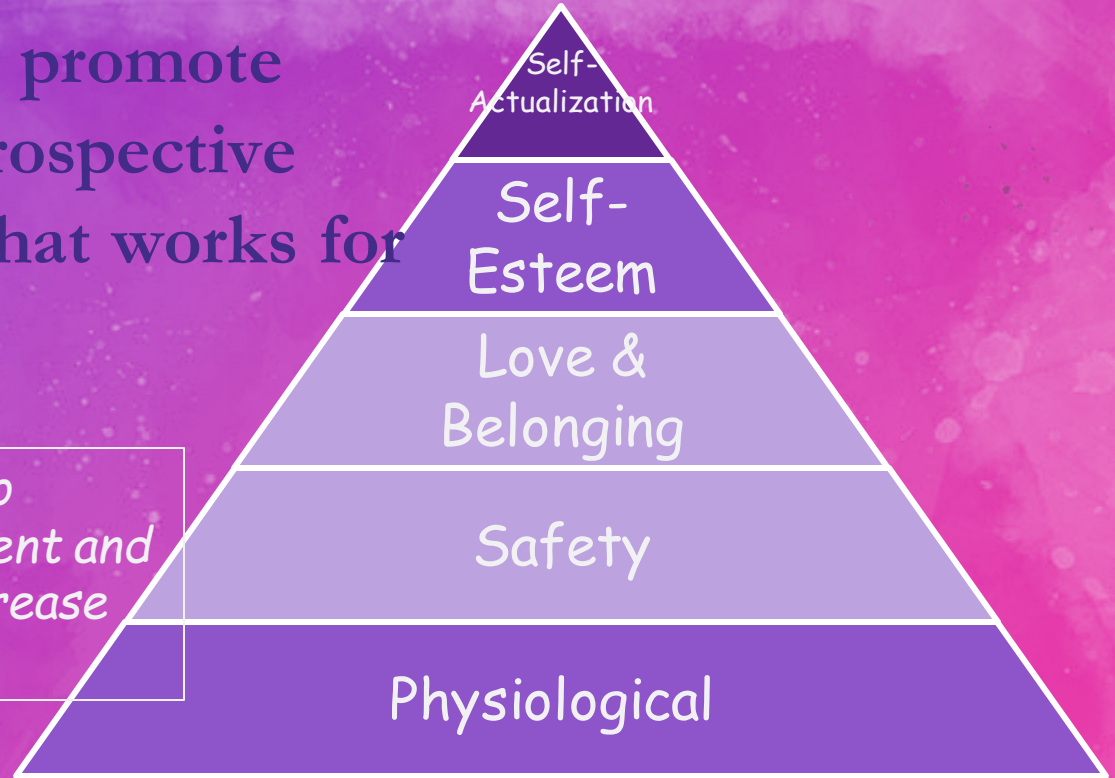


A Guided S.T.O.P. Practice for Focused Awareness
Rhonda Magee, professor of law at the University of
San Francisco trained in Mindfulness-Based Stress.
(27 minutes).

S: stop what you are
doing
T: take a few deep
breaths
O: observe your body and
smile
P: proceed with kindness
and compassion

Self-care strategies to promote wellbeing require introspective reflection to assess what works for you

Try using the Needs Pyramid to assess where self-care is present and where it could be added to increase your personal wellbeing



Maslow's Hierarchy of Needs

Needs Assessment: Our Wellbeing

Critically Reflect

Homeostasis
(Eat, sleep,
move, be)

Self-Care

Intersectionality

Diverse
backgrounds,
experiences,
and identities

*Think about fundamental self-care:
good nutrition, reproductive healthcare, shelter, etc.
Does everyone have access to self-care?
Who gets to practice self-care?*

Omphaloskepsis

Navel gazing; refers to self-absorbed pursuits

Assessment without due consideration of unconscious bias and dedicated self-reflection is not serving our community and is underserving ourselves



Final Reflection

“

We should be able to appreciate others' experiences and information needs because we value their humanity, respect their knowledge and culture, and truly want to make a connection with them.

-Dr. Nicole A. Cooke

Thanks!



Any questions? Email us at
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Further Reading

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