I am biased. You are, too.

by Shannon Lake

No matter your size, race, gender, sexual orientation, religion, hair color, etc., an implicit bias has impacted your life. Everyone has been affected by someone’s implicit bias in one way or another.

When I was asked to write this article, I was so excited because there are so many examples of how implicit bias impacts our lives. However, when I started digging in, my enthusiasm quickly turned into an overwhelming feeling.

What if I get it wrong? Here I am — a supposed voice of knowledge — but then I suddenly felt unqualified. Could this be because I am a woman and society has taught us to second guess ourselves? Could this be because I am a person of color and society constantly tells us that we are not worthy (no *Wayne's World* reference intended)? Or could it be that in today’s society once you hit “publish,” you open yourself to public ridicule and internet trolls? I’m unsure of the exact reason, but something in my subconscious made this well-versed professional feel inferior to X, this unknown being.

I wanted to share this experience to show you that implicit or unconscious biases are ever-present and that at any given moment, that have the potential to negatively impact our everyday lives.

What is this intangible that greatly affects how we think, act, or respond? There are a number of definitions for implicit bias, however, the one that resonates most with me came from a New York Times article by Emily Badger titled, “We’re All a Little Biased, Even if We Don’t Know It.” Badger states that implicit bias is the mind’s way of making uncontrolled and automatic associations between two

See Bias continued on next page
Bias
continued from previous page

concepts very quickly.

How do these biases affect our work as librarians? Heavily. Have you ever noticed yourself treating certain patrons differently than others? What do you do when you recognize this behavior in yourself or in your coworkers?

As librarians, we hold a tremendous amount of power. We can help guide a person’s thoughts through the resources we provide or empower a patron to feel confident in a newly gained skill. Although librarians try to uphold a sense of impartiality, we do bring our personal experiences to the workplace. The key is not allowing our personal experiences and biases to cloud our judgment in the pursuit of providing outstanding, accurate, and culturally relevant service.

While working to recognize and change your own biases, I challenge you to take on more than racial implicit biases and explore the intersectionality of humanity. The graphic above contains a few multimedia resources to help you get started.

About the author
Shannon Lake specializes in partnerships and collaborations that impact the community. She collaborates locally and nationally to create enriching out-of-school learning opportunities that address the needs of young people. Her sweet spot is connecting youth to opportunities that reflect their passions while increasing their employable skills.

Shannon is an independent contractor based in Atlanta. She holds a Bachelors of Science in Speech Communications and Theater from Tennessee State University, a Masters of Library and Information Science from Wayne State University and is currently completing a Post Master’s Certificate in Youth Experience at the University of Maryland, College of Information Studies.

What can we do to combat our own biases?

1. Learn more about bias to recognize when it influences your thinking:
   Implicit Association Test (https://implicit.harvard.edu/implicit/)

2. When you recognize bias, confront it head-on:
   Look Different - See That, Say This (www.lookdifferent.org/what-can-i-do/see-that-say-this)

3. Call out microaggressions:
   How unintentional but insidious bias can be the most harmful (youtu.be/mgvjnxrS0CE)

4. Put in the work to make a change:
   So You Want to Talk About Race by Ijeoma Oluo, ISBN: 978-1580056779

COOL IDEAS:
Selfie Stations & Vox Books

The Gadsden Public Library has a couple of cool ideas that generates a lot of interest for children and youth.

First up is the selfie station. It is an iPad mounted at the children’s circulation desk that is always on with the camera app open in guided access mode. With a three second timer set, kids have time to strike a pose with their new library card, a book they recommend, or just for fun. Dropbox is installed to help manage and for easy transfer of photos, and a note on the device says that photos will be used on the library’s Facebook page.

Vox Books are regular picture books with a chargeable audio device attached that reads the book aloud with the press of a button. They also have a headphone jack for private listening. So far, the books have circulated well and held up to use.

https://www.libraryideas.com/vox-books

The Gadsden Public Library has a selfie station for children to pose with their favorite library book.

Vox Books might look like regular library books, but they also contain a digital audio device that plays the book aloud for children to read along at the press of a button.
The six principles of connected learning: interest-powered, production-centered, peer-supported, shared purpose, academically oriented, and openly networked

**Oneonta Rocks the Summer Decor**

The Oneonta Public Library submitted these photos of their ‘Libraries Rock’ summer-themed decor.

From the photos, Oneonta made a space to take their young patrons on a fun-filled musical journey through learning and reading this summer.

To submit your library’s summer decor photos, email Gail Sheldon gsheldon@apls.state.al.us or Ryan Godfrey rgodfrey@apls.state.al.us, and look for them to appear here.

**Interested in increasing your effectiveness with kids and teens?**

We would like to get a group together this fall of individuals who are interested in the phenomena of Connected Learning.

Lance Simpson wrote an article about Connected Learning in last month’s *Yakety YAK*. Connected Learning is essentially just another way to look at how we relate to children and teens to help them have the best experiences with our services and programming.

Each quarter, we will suggest one webinar to watch before we get together on Google Hangouts to discuss our ideas and brainstorm ways to incorporate our learning into what we do everyday.

Brainstorming is a great component of Connected Learning. Let’s generate ideas that ALL of us can use!

We want to hear from you! Contact Gail Sheldon (gsheldon@apls.state.al.us) or Lance Simpson (lsimpson@tuscaloosa-library.org) who are both very excited to coordinate this learning effort.
Cosmic Suncatchers

Here's a colorful activity to have some sunny, summer fun:

01 **Gather Supplies**
- School glue
- Food coloring or liquid watercolors
- Toothpicks
- Round plastic lids (yogurt or sour cream tops)
- Hole punch
- String or yarn

02 **Pour**
Fill plastic container tops with white glue, ensuring to coat the entire surface.

03 **Drop and Swirl**
Add a drop or two of each color to the glued container tops. Take toothpicks to gently swirl the colors around in the glue. Stop swirling colors before they get blended or the result will be muddy and brown.

04 **Dry and Peel**
Allow ample time for the suncatcher to dry completely. As colors settle, they will expand and create a tie-dyed psychedelic effect. Depending on the amount of glue used, the suncatcher may take up to three days to fully dry. When dry, peel the suncatcher off of lid, punch a hole in the top, and hang in a sunny spot with string.

Cosmic reading materials:

- **A Color of His Own**
  Lionni, Leo; 978-0375836978
- **Mouse Paint**
  Walsh, Ellen Stoll; 978-0152560256
- **Too Much Glue**
  Lefebvre, Jason; 978-1936261277
- **The Wonders of the Color Wheel**
  Ghinga, Charles; 978-1404833116

**STEAMfactor**

Red, blue and yellow are primary colors. Purple, green, and orange are called secondary colors, because they are created by mixing primary colors. You can demonstrate this by making an example suncatcher.

Art, like science, involves ideas and theories about how materials and colors work together to transform into something new.

DIY Art Spinners

Here's an art project that puts a new spin on old/found materials:

**Materials**
- Old CD or DVD
- Marble
- Marker cap
- Hot glue
- Squeeze bottle paint
- Paper towels
- Large flat-bottom container or plastic bin with sides
- Butcher/packing paper (to fit container bottom)

Hot glue a single marble to the center hole of a CD or DVD, and glue a marker cap to the opposite side of the disc. Allow disc to dry to make a spinning top. Make as many tops as needed.

Place tops in a paper-lined bin, and take to an area that is OK to get really messy. Spin the tops in the bin and squeeze paint onto the spinning discs. Keep spinning the tops, adding colors, and observe the splatter art take place on the discs and on the paper in the container.

**STEAMfactor**

When an object spins, there is a force that pushes away from the center. This inertial force is known as centrifugal force. Paint dropped on the spinning top flies away from the center as a result of the centrifugal force.

Technology occurs from applying science to make a tool or device to help you do something. These tops are painting tools to help us distribute paint in all directions from a center point.

Action painting is an art style that focuses on the action of putting paint on a canvas in dribbles, splashes, or smears, rather than being carefully applied. Action art emphasizes the movement and physical act of painting.

Reusing/recycling old CDs or DVDs helps keep our planet cleaner.

Visit [https://youtu.be/cv-mKDp4Lqw](https://youtu.be/cv-mKDp4Lqw) to see a video of these art spinners in motion.

Reading materials in motion:

- **Forces: Physical Science for Kids**
  Diehn, Andi; 978-1619306363
- **Forces and Motion through Infographics**
  Rowell, Rebecca; 978-1467715911
- **Thud! Wile E. Coyote Experiments with Forces and Motion**
  Weakland, Mark; 978-1476552125
Olivia Twist
written by Lorie Langdon
Released March 6, 2018
Review by Cassandra Brindle

Olivia Brownlow is a respectable girl. She comes from a family that is well-off, but not rich. She's beautiful, but not gorgeous. She wears the right clothes, but doesn't stay on top of the latest fashions. She attends the right parties, but doesn't make a point to be a social butterfly. Overall, she's notable only for being courted by one of London's more respectable and well-off bachelors. However, there's a lot London's finest doesn't know about her.

Olivia Brownlow's entire life has revolved around keeping secrets. First, it was the fact that she was a girl at all, for little orphan girls with comely features are likely to face rather evil fates. Instead, she was raised as Oliver Twist. While she ended up working for the Artful Dodger and picked pockets to get by, this was far better than her other options. Once her uncle discovered her, she then needed to hide the fact that she was previously Oliver Twist. Her uncle was a toff (a derogatory term for one belonging to the upper class) and she couldn't risk the shame to the family if her past was discovered.

Now, she's 18 and she has even more secrets. Her uncle's wealth and health are running out, forcing her to seriously consider an offer of marriage from a childhood friend she's not in love with. She's also returned to a life of crime—stealing small knick-knacks at society parties that won't be missed—in order to provide funds for a small group of orphans she's befriended. And now she's run into someone she never expected to see again - the Artful Dodger. The foundations of the life she's worked so hard to build are crumbling beneath her feet as she struggles to balance her past and present. Can she save the orphans she has come to care so greatly for? Can she make sure the uncle to whom she owes so much is able to finish out his life comfortably? And what will be the biggest challenge of all, keeping the Artful Dodger from discovering who she was and absconding with her heart in the process.

I will admit upfront that I haven't read Charles Dickens' Oliver Twist. In fact, the closest I've come to that story was watching the “Oliver Twist” Wishbone episode. That being said, I can promise that a reader does not need to have read the book to thoroughly enjoy this story. As an historical novel, it did a very good job of bringing the time period to life. As a romance novel, I spent most of the novel anticipating the next meeting of the two main characters and did not feel the relationship forced, shallow, or boring. As a bonus, there were plenty of action and mystery-oriented themes that left me feeling like there was a great deal of plot beyond the standard will they won't they of pure romance novels. The ending was a bit predictable, but only in that it was a happy one, and that's something I was more than happy with.

This was a wonderful read and I think would make a great addition to any library's YA section. I know I'm going to be rereading it more than once in the future, and I'll be using it as a recommendation when I'm working the front desk. For fans of the original, based on my research, most people feel Lorie Langdon did a great job of doing it justice. It's not some deep novel that rewrites people's understanding of the world and opens one's minds to experiences beyond their own; but sometimes it's really nice to take a break from life changing books and just read a really GOOD one.

**Recommended for:** Fans of historical and romance novels, especially those with mystery & action elements.

**Things to watch out for:** This is a story based on Oliver Twist. That means the dark side of London of that time period is not shied away from. There are multiple references to prostitution, rape, murder, and so on. Characters do get into life threatening fights and situations. Minor character death. Swearing was not a major element, however.
June 5
Effective Workplace Communication Skills

This interactive and informative webinar will give attendees the tools that they need to more effectively communicate with others, including those people that we see as difficult or just different. We will focus on the do's and don'ts of effectively communicating with others, including your boss. (Utah State Library) https://heritage.utah.gov/library/workshops

Firing on All Cylinders: Making Reading Matter

The webinar will help colleagues to build a strong customer-focused approach to their role as school librarian: the most important stakeholders in any school library is its students. Using successful case studies from “Reading by Right” (Facet Publishing, 2017) as a basis, learners will be able to set up, facilitate and effectively maintain one or more of the following to help support reluctant/less-able readers: a trained student librarian program; a visual literacy program; a Caldecott Medal shadowing group. (Association of Library Services to Children) http://www.ala.org/acsl/eltraining/live-webinars

Reimagining Transgender ‘Inclusion’ for Libraries

This session focuses on providing a basic understanding of the rich variety of gender identities and experiences, best practices for working with transgender patrons and communities, and tips on where to begin thinking about the impact of library policies on queer and transgender people. Participants will be introduced to trans-inclusive language and basic concepts of gender and sexuality, improved services for transgender patrons, and the opportunity to move beyond basic respect and inclusion to affirmation and representation. (Washington State Library) https://www.sos.wa.gov/library/libraries/firsttuesdays/default.aspx

Pride at the Library: LGBTQ Programming for All Ages

This talk will discuss how to develop engaging LGBTQ programming for all ages, gain the support of your administration, locate community partners, promote your programs, deal with media attention, and manage complaints. (National Network of Libraries of Medicine) https://n.nlm.nih.gov/training

Springtime DIY: New Crafts Titles in Print & Audio

Join us for this free, hour-long webinar on all things crafty. You’ll hear library-programming tips from Tina Coleman, crafter extraordinaire and the author of The Hipster Librarian’s Guide to Teen Craft Projects and Teen Craft Projects 2 (ALA Editions), as well as presentations of new and upcoming crafts titles for adults and teens from Books on Tape/Listening Library, F+W, Search Press, and Tuttle. (Booklist) https://www.booklistonline.com/webinar

June 6
Public Service Loan Forgiveness: Making this Program Work for You and Your Employer

Are you or someone you know struggling with managing student loan debt? Learn about the Public Service Loan Forgiveness (PSLF) Program offered by the U.S. Department of Education, a free tool to help people working in public service professions to pay off student debt faster. Get the most accurate, up-to-date PSLF program information available to enable efficient enrollments and empower your Human Resources department to offer this free benefit to all staff at qualifying public service organizations. https://www.fdsi.gov/about-the-fdsi/fdsi-events-calendar/052018

Engaging Families of Infants and Toddlers with Disabilities: Strategies to Enhance Your Practice

Join this session to learn strategies for enhancing family engagement practices for your program as well as your staff’s confidence in building culturally responsive partnerships with families of the infants and toddlers with disabilities included in your program. (Early Childhood Investigations) https://www.earlychildhoodwebinars.com/presentations/

June 7
Become a STEAM Mastermind in Just One Day

Join us and learn the difference between STEM, STEAM, and Makerspaces. Explore tools and supplies to inspire inquiry, critical thinking, and problem-solving. Also learn about the Hour of Code, a resource that can be used year round. (SimpleK12) http://www.simplek12.com/upcoming-webinars/

Picture Book Parade: New Titles from Small Presses

Spring is finally here, and what better time to refresh your picture-book shelves? Please join Booklist’s Books for Youth Associate Editor, Julia Smith, in this free, hour-long webinar, featuring new picture books from the publishers Claire, Kane Press, Minedition, Phaidon, and Zonderkidz. Don’t let these small-press titles for little readers pass you by! (Booklist) https://www.booklistonline.com/webinar

The Fake News controversy: What does it mean for libraries?

In today’s world, users often encounter suspect, inflammatory, or entirely incorrect information online. This presentation will examine the role that libraries can play in teaching users how to identify information and information sources that they can trust. It will include an audience-driven discussion about the ongoing fake news controversy in the U.S. and ideas for making libraries more effective information literacy educators within their unique communities. (Library Journal) https://lj.libraryjournal.com/2017/01/469173

June 11
Librarians’ Insights on How to Integrate STEM & Coding into Makerspaces

In this free webinar, Dr. Azadeh Jamalian, head of education strategy at LittleBits, will talk about how school libraries are bringing STEM into their curriculum and the leading role that librarians and media specialists are taking to make this real a reality. (American Libraries Live) https://americanlibrariesmagazine.org/akaive/

Demonstrating Library Impact with Data

In this hour-long webinar, you’ll learn how to develop and implement an outcomes-based evaluation framework that is easy to manage and make sense for your library. You’ll get the tools to design a logic model that will guide your data collection and set targets to show your success and inform learning. (Infoplease) https://infoplease.com/training/view/webinar

Making Space for Active Learners in Your Library

Transformation happens when a library reimagines and reconfigures its physical space so that community engagement shifts from passive to active. The fifteen libraries that participated in the Small Libraries Create Smart Spaces project are dynamic proof of that. They learned and applied principles of active learning, placemaking and design thinking to create “smart spaces” where the community learns and creates together and strengthens social bonds. In this webinar, we’ll describe an innovative process that any size of library can follow to uncover community needs and translate those needs into flexible, lively learning spaces. Hear about the real experiences of two project participants who transformed drab, underused spaces into hubs of activity and energy. It can happen at your library. (WebJunction) https://www.webjunction.org/events/webjunction.html

June 14
Meet the Starling: Library Technology That Inspires Early Literacy

Is your library looking for a new way to boost early literacy and get young patrons reading? Last year, School Library Journal called the Starling “a potential game changer.” Join this webcast to hear from the creators of the Starling—Early-Learning Wearable and two libraries that are not only lending the Starlings to their communities, but are also hosting early literacy programs around this advanced technology. (School Library Journal) https://www.slc.com/webcasts/9

How to Communicate Effectively, Even When It’s Hard

Learning how to communicate effectively—especially at work—is one of the most important assets you have in your career arsenal. Join NextGen Nation online for an engaging presentation from communication experts on effective tools you can use to improve communication and leadership with emotional intelligence. (GovLoop) https://www.govloop.com/training/

Making Project-Based Learning More than a Project

What are the steps first in creating space for Project-Based Learning in your schools? Join our special guest Mike Miele from the Highlander Institute as we share the eight components of strong PBL. Whether you’re a school leader or a classroom teacher, this webinar will help you get started. (Education Week) https://www.edweek.org/ew/marketplace/webinars/webinars.html

STEM-riﬁc Ways to Avoid Summer Learning Loss

STEM-rich activities are an engaging way to combine summer fun with quality learning experiences. In this edWebinar, discover family-friendly activities that you can share with your students’ families, your neighbors, and your own kids! (edWeb) https://www.edweb.net/webinars/2018/06

June 19
How to Use Facebook’s Free Fundraising Tools to Drive Donations

In this free 45-minute webinar, you’ll learn how to successfully register your nonprofit to use Facebook’s powerful new Fundraising Tools, and a brief step-by-step guide to using these free tools to raise money using Facebook! (Charity HowTo) https://www.charityhowto.com/nonprofit-free-webinars

June 20
Five Things You Can Do Today to Lessen Challenging Behaviors Tomorrow

Through humor, concrete examples, and practical suggestions, participants in this webinar will learn about five common causes of challenging behaviors. They will learn how to recognize these factors, understand the impact they can have, and how to remedy them so peace and happiness can prevail in the classroom. (Early Childhood Investigations) https://www.earlychildhoodwebinars.com/presentations/