## Neutrality Is Not An Option: Book Bans, "Culture Wars," and the Library in 2023

By Kelly Jensen, December 2023

## Hello!

I'm Kelly Jensen

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## What We'll Cover

Who are the book banners and why do they insist they don't ban books?

Future targets of book banning & censorship

 Book bans, trauma, & nurturing an environment responsive to employee mental health "The fact is we're not banning books, we're not burning the classics,"

# Opinion: We're not banning books; just making sure they're age-appropriate

"We're not banning books, we're just removing them from the library,"

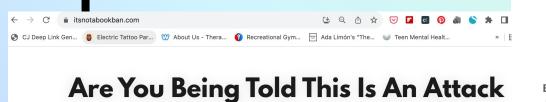
## 'This is not a book ban'

"First of all, I'd like to say, we're not banning books," said Light. "Stop saying we're banning books."

We're not banning any books.

# I. Who Are The Book Banners?

And Why Do They Insist They Don't Ban Books?



## Are You Hearing Others Being Called "Book Banners"?

on 'To Kill A Mockingbird'?

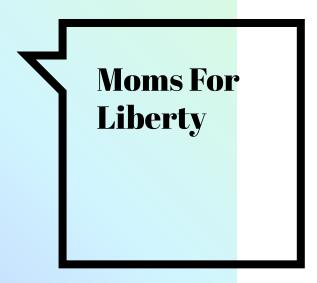
You Should Be Upset...

## What Kind Of Books Are We Really Addressing?

Be advised that there may be explicit material in our book reports that is inappropriate for children. It is only included for completeness so that parents seeking to inform themselves may do so with all the available information needed to make informed decisions.

This is not an exhaustive list by any means, but we hope it gives a clearer picture of what we are addressing in lowa... and it's not 'To Kill A Mockingbird'

FUN HOME
HAUNTED
PUSH
GENDER QUEER



 "Biggest" players in the game-in terms of media attention

300 chapters, 47 states, 130,000+ members

 Ties to Ron DeSantis, Heritage Fund, Leadership Institute, Proud Boys, Three Percenters

 Founded by failed school board candidates in Florida

## BookLook/BookLooks

"Review" database used to <u>distribute biased information</u> about "inappropriate" books.

## "UBC" Ratings

Counting curse words, "sexual" scenes, religious beliefs

## **Creators Deny It's Theirs**

Except when they don't...

#### BookLook.Info

#### Plan of Action - Complete

Our group was originally formed as a Moms For Liberty Library Book Committee. We were very concerned in what is going on in our school libraries and decided to challenge books that were inappropriate. First, we are going after porn in the school libraries, but the book report is designed to document any controversial/inappropriate material for future use or as a parental resource.

In order to challenge the books, we have decided to make our case airtight by taking opinion out of the conversation and attack the problem of inappropriate books by using book citations and presenting it to the school board. Since there are existing laws about pornography and minors, we ask the school board to look through the lens of the law to determine if these books should be accessible to minors in school. When a book is challenged, you can assume that there will be someone responsible to read the material to decide if the book is indeed inappropriate. If that person or committee is like most people, you will try and get the job done the quickest way possible which might mean doing a search of book reviews to determine how bad a book is. This is the method which was used to decide to include the books in the library in the first place in our county. By clearly providing the citations that can be easily fact checked, we take all the leg work out of investigating a challenged book. You can't "not see" the scope of what is inappropriate in the book if all that we present is the facts of the citation.



#### Penelope Maikisch

Hi there...this is a rating system I created, which have adopted for our organization. It is based on the MPAA/CARA rating system as you have above. It's also based on legal statutes. I live in Florida...but it should still be very applicable across the board. I think a push toward doing away with the labels for "Juvenile", "young adult", and "adult" is in order seeing how many of the books in the "young adult" section and some in the "juvenile" section, contain adult content. Publishers do not take content into account. They only look at word count, vocabulary level, and age of the main character. There are also no regulations placed on publishers. Each one has their own criteria for age groups.

Like Reply Share 46w



#### BookLooks.org

#### Are you affiliated with Moms for Liberty or any other groups?

No. We are not affiliated with any other groups. We do not take direction from any other groups. We do not answer to any other groups. However, we do communicate with other individuals and groups with whom there is an intersection of mission and values. We are focused on gathering and making information available to anyone who can make use of it, including individual parents or the groups representing their interests. We commonly allow these entities to use our work and accept suggestions for books to look at.

How do you determine what books to review? It seems unlikely that some of these books would show up in school libraries.

Every book currently reviewed has been located in a school library. Many have been located in our local Brevard County, FL schools, but others have been located across the country by other concerned parents and groups. For many books on our list, that should raise some serious questions. This has been a motivating factor in why we do what we do. Parents need to know what's in the content their children consume and hold schools accountable when they make inappropriate content available to their children.

#### So, Not The Miller Test?

#### Do you perform the full "Miller Test" for obscentiy for each work?

We are not determining if a work, as a whole, is obscene, per the legal definition. Our rating system gives a recommendation for the level of parental guidance or action based on the work as a whole. Suffice it to say, most works we rate as "No Minors" (4) or "Aberrant Content" (5) would likely be considered obscene by most standards, but that is not what we are determining.

Some astute critics have opined on the fact our definition for "obscene" mirrors the definition from the Miller test but leaves out the wording "taken as a whole." This is because we are only applying the word "obscene" to instances contained within the work (evaluated in context), not the work as a whole. Again, our rating system is not evaluating obscenity (in the legal sense) for the overall work. This should not be misunderstood to construe that we do not evaluate the work as a whole when we assign a rating- we most assuredly do.

**TLDR:** We do everything one would do to perform a Miller test, evaluating all "obscene" instances in context and taking the work as a whole. We **don't** make a determination of the legal "obscenity" status of the work as a whole because lawyers are expensive. We **do** make a determination of where the work as a whole (with everything evaluated in context) lands in our rating scale. We also offer our opinion that anything with a 4 or 5 on our scale would likely be determined to be "obscene" in the eyes of the law.

## Right, then...

Rating	Title ↑↓	Author ↑↓
5	Lucky	Alice Sebold
5	Push	Sapphire
5	Sold	Patricia McCormick
5	TRIANGLES	Ellen Hopkins
5	Tricks	Ellen Hopkins
5	YOU: A NOVEL	Caroline Kepnes
4	SEX PLUS: LEARNING, LOVING, AND ENJOYING YOUR BODY	Laci Green
4	SEX IS A FUNNY WORD	Cory Silverberg and Fiona Smyth
4	BREATHLESS	Jennifer Niven
4	A COURT OF MIST AND FURY	Sarah J. Maas
4	A Court of Silver Flames	Sarah J. Maas
4	BREATHLESS	Jennifer Niven
4	Crank	Ellen Hopkins
4	Damsel	Elana Arnold
4	Forever	Judy Bloom
4	INFANDOUS	Elana K. Arnold
4	LAST NIGHT AT THE TELEGRAPH CLUB	Malinda Lo
4	Red Hood	Elana Arnold
4	The Haters	Jesse Andrews
4	THE INFINITE MOMENT OF US	Lauren Myracle
4	THE NOWHERE GIRLS	Amy Reed
4	This Book Is Gay	Juno Dawson
4	Tilt	Ellen Hopkins

4	WHAT GIRLS ARE MADE OF	Elena K. Arnold
4	A Court of Thorns and Roses	Sarah J. Maas
4	A Court of Frost and Starlight	Sarah J. Maas
4	A Court of Wings and Ruin	Sarah J. Maas
4	Empire of Storms	Sarah J. Maas
4	House of Earth and Blood	Sarah J. Maas
4	The Kite Runner	Khaled Hosseini
4	Milk and Honey	Rupi Kaur
4	Jesus Land: A Memoir	Julia Scheeres
4	People Kill People	Ellen Hopkins
4	Beautiful	Amy Reed
4	Living Dead Girl	Elizabeth Scott
4	The Perks of Being a Wallflower	Stephen Chbosky
4	All Boys Aren't Blue	George M. Johnson
4	House of Sky and Breath	Sarah J. Maas
4	Slaughterhouse-Five	Kurt Vonnegut
4	Normal People	Sally Rooney
4	The V-Word	Amber Keyser

## **LOLITA**



#### **Summary of Concerns:**

This book contains sexual activities involving pedophilia; sexual nudity; and mild profanity



VLADIMIR NABOKOV

Adult

#### **By Vladimir Nabokov**

ISBN: 9780307744029





## THE KITE RUNNER



#### **Summary of Concerns:**

This book contains sexual assault of a minor; prostitution involving minors and adults; and mild/infrequent profanity.

Adult

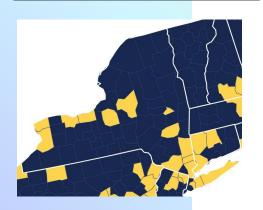
#### By Khaled Hosseini

ISBN: 9781101217238





## Moms For Liberty



It only takes 10 "liberty minded" people to launch a chapter

 Active omission of information fuels their success

 Review system is <u>entering</u> <u>schools</u>, libraries across US

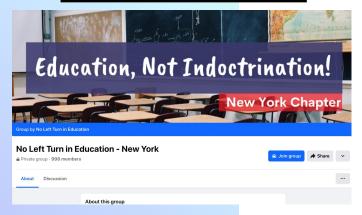
 No requirements to join or lead other than attending meetings

#### Are you trying to get these books banned?

We do **not** support "banning" books. First and foremost, our mission is to inform parents on what is in these books being made available to children in schools. Parents can use this information to provide the proper guidance to children reading any of these books. Parents can also use this information to individually, or through groups representing their interests, engage with school boards to determine what works should be made available to their children while under the custodial care of their schools. We fully support both of these use cases, though we are not directly engaged in the latter. Any books that may be excluded from school libraries would still be available in public libraries or in stores for interested students to procure with parental consent.

If Moms For Liberty doesn't seek to ban books, then what are their members doing, exactly?

## No Left Turn in Education



 National group to instill "family values" and parental control in education

 Invested in defunding public education they believe to be politicized

 Explosive growth in 2021 thanks to Tucker Carlson

 Major proponents of homeschooling; fueling "groomer" rhetoric

## RatedBooks.Org

"Review" database used to <u>distribute biased information</u> about "inappropriate" books.

## "UBC" Ratings

Counting curse words, "sexual" scenes, religious beliefs

## LaVerna/Mary in the Library

Active Facebook groups tracking \*where\* the books are located

### RatedBooks.org













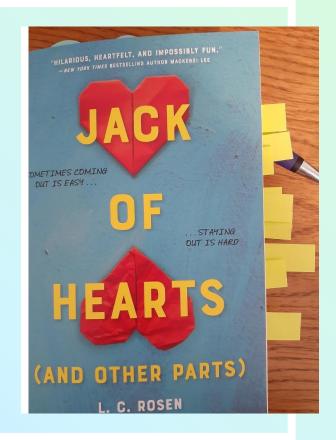


BookLooks Report: <a href="https://tinyurl.com/mpcm24mx">https://tinyurl.com/mpcm24mx</a>

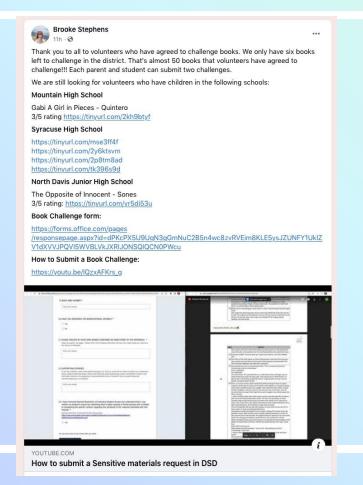
Jack of Hearts (And Other Parts) by L C Rosen

Publisher: Little, Brown Books for Young Readers (October

30, 2018)



## Mary in the Library/LaVerna in the Library



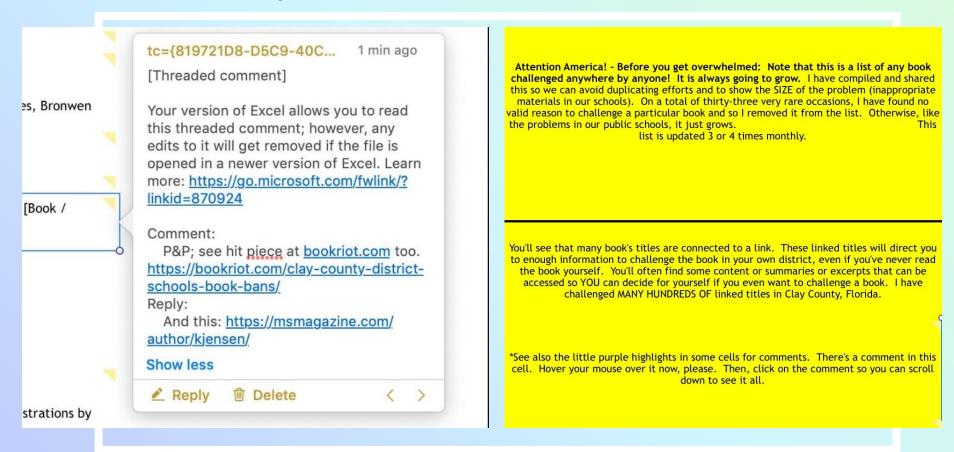


### Bruce Friedman, NLTE President, Clay County (FL)

CLAY COUNTY DISTRICT SCHOOLS  BOAD MEMBERS:  Janica Reviews, District 3  Janica Reviews, District 3	What do you believe might be the result of a student using this material?	
P[904] 336-6500 F[904] 336-6536 Woncolay.net Beth Clark District 3	DAMAGED GOULS	Summary of Someday by David Levithan
SUPERINTENDENT OF SCHOOLS Tina Bullock District 4 David S. Broskie Ashley Githousen, District S		[Sex; theft; CRT; CSE; anti religion; promiscuity]
Tomic Control of the	4. For what age group would you recommend this material?	Format p # and content/keyword - my comments follow
Request for Reconsideration or Review of Instructional Materials	4. For what age group would you recommend this material recommend this materia	P 30 "where the fuck have you been?" – charming
Individual Requesting Review: BRUCE FRIEDMAN Phone: 917 734 3706 Email: GRUCE FRIEDMAN (NOLEFITURN), VS Physical Address: 3933 TRALL RIDGE RD	5. Is there anything good in this material?	P 31 "What the fuck is that?" "Who the fuck is Leigh" "Don't you fucking tell me to calm down' Noticing a trend yet? Is this a trend you want our children to follow?
City: MIDDLE BUYLS  School: RIDGENIEW etc Grade Level: +LS etc Subject: VARIES		P 32 "I could smash her face inI could knock out her teeth or crack her skuli" – Lovely
Check as applicable:   I represent a special interest group named NOLEFITURN IN EDUCATION FLOK WA   lalready have a copy of the material	6. Would you care to recommend another instructional material in the same format, covering the same subject or content standards? If so, please list the title, author, publisher and ISBN.	P67 "Even when I was punished with a female body, I knew to act and think like a man"" an advantagebeing white""pocket some Advil"—Foreshadowing of unpleasant CSE and CRT conten ahead.
☐ I will review the material on-site ☐ I wish to check out the material for a two-week period	publisher, and ISBN:	P 100 "I don't want to go home. I want sex" – Notice he did not say "love and respect."
Type of Instructional Material:  Novel Workbook Video (Notich, DRC), Rec.]		P 100 "goes onto an appreally a hookup" – So we glamorize the lesson for our children to use the internet to connect with frivolous promiscuity. Why?
□ Textbook □ Symbol □ Other: VARIES	Printed name of Complainant: SRUCE TRIEDAWN	P 203 "queer litgender nonbinary" – fabulous discussion.
Author: * David Jevithon ISBN: 978.0.399.58305-9	Signature of Complainant:	P 221 "You're saying 'they' and 'them' " – An Individual is NOT a "them!"
1. What is your interest or reason for this request? PROTECT CHILDREN	Date: 7/28/2022	P 285 "uberassholes" – Imagine if the books in school libraries demonstrated useful vocabulary inst
	Please submit the completed form and any additional documentation to:	P 289 "dad throwing around Pope Jokes" – Nice dad.
	Clay County District Schools	P 290-291 "We're in a no-fuckery zone. And you are bringing fuckery into it." — If you speak withou this profanity, your life will improve.
	Attn: Supervisor of Instructional Resources	P 291 "everything but equality, Sir" – Playing the victim card, again.
What is objectionable about the material: specific pages, chapters, language, scenes?     Attach additional information, if necessary, ***	Green Cove Springs, Florida 32043	P 338 "I am intersex and equal" – No, you need therapy and better parents.
COMMON COLE THES	To be completed by Instructional Resources Office Staff:  Received in Instructional Resources: Date   12  22 by   55    Attachments were included with this form. Total number of pages	
SEL DEI/CRT/AMI-POLKÉ SEXUAL CONTENT	Date Committee Members:   Committee Members:   Date Committee Member	
BAD AUTHOR	Outcome: by	

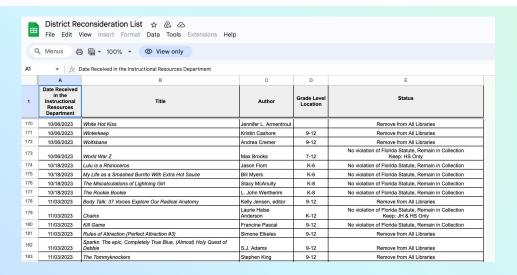
Bruce keeps his own diary of naughty books & challenges 100s at a time.

#### Bruce is fun at parties



He's not banning books, though. He's challenging them. Especially when the author doesn't agree with his agenda.

### Defenders of "Freedom of Speech" Love Censorship.



Bruce got my book **Body Talk** banned in Clay County, Florida, schools because of my reporting on him.



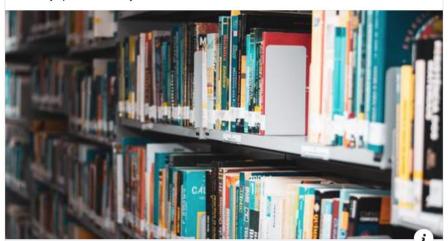
"In America, "banned" books are celebrated, commissioned, and distributed on the manufactured outrage that they are "banned." It's like having a party every day to protest how you're never allowed to have parties. Banned Books Week is a marketing campaign pretending to be a protest, and this year they are marketing to groomers. When nine out of the Top Ten Most Challenged Books are "considered to be sexually explicit" or "considered to have sexually explicit images," Banned Books Week looks a lot more like Porn For Kids Week. Even The Boston Globe rewrote an article after it falsely stated that I called to ban books."



Nicoletta Nicole ▶ Ohio Group Against The Indoctrination of Critical Race Theory Nicoletta Nicole · September 22, 2022 · ❸

Banned Books Week is fake.

Read my op-ed to see why.



FOXNEWS.COM

#### Banned Books Week looks more like Porn for Kids Week

Banned Books Week is a marketing campaign pretending to be a protest. Nine out of the M...

# New York Book Crisis Actors & Affiliates Include...

- Western New York Students First
- Mass Resistance
- Moms For Liberty
- No Left Turn in Education

Groups also seem to be coming out of local organizations, including churches and gyms (See this story out of Hamburg!)

Of the over 3,000 instances of books banned in the 2022–23 school year, 11 books were banned in 22 districts or more.

#### Most banned books of the 2022-2023 school year, by district 33 bans 29 bans 27 bans 27 bans 26 bans 25 bans 24 bans 24 bans 23 bans 22 bans 22 bans Tricks The Bluest Looking A Court of Gender The Perks Sold Crank Identical Empire of Thirteen Mist and of Being a Eye for Alaska Queer: A Reasons Storms Fury Wallflower Why Memoir

Data from PEN America Index of School Book Bans.

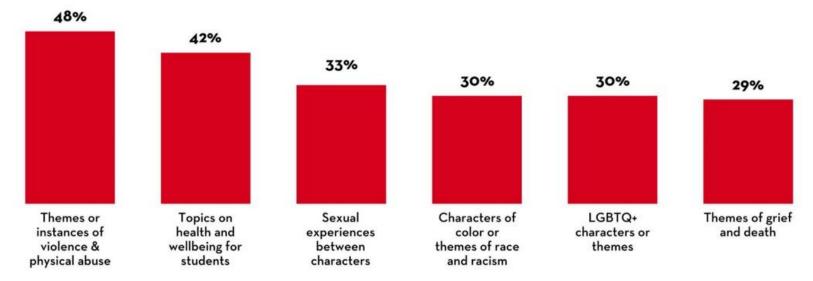
These most frequently banned titles are largely young adult novels featuring female, queer, and/or nonbinary protagonists.

## 86% of books banned in schools during the 2022-2020 school year were removed from "only" one or two schools.

## Subject matter of banned content

Of the 3,362 instances of book bans July 1, 2022 - June 30, 2023

Note: many titles contain more than one type of content.



Data from PEN America Index of School Book Bans, July 1, 2022 - June 30, 2023.

## It Is All A Game of Mis-, Dis-, and Mal-Information Through Semantics

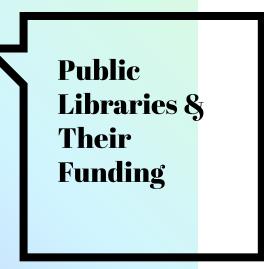
See: Liberty, Parental Rights, Sexuality Education, Grooming, Pornography, Culture War, etc.

## 8 The Semantics Aren't Even Good

Blame the media here: "Culture War" isn't what is happening.

# Z. What Are The Future Targets?

Keeping Up With & Getting Ahead of the Agenda



- Patmos Library (Jamestown, Michigan): Funding voted down multiple times thanks to misinformation campaign over **4** queer books on shelves.
- Ridgeland, Missouri, mayor <u>withheld funding</u> over queer books to county library.
- Samuels Public Library (VA): 53 members of a Catholic church convinced the county commissioner to <u>withhold funding for not removing LGBTQ+ books they disliked</u>.
  - Dayton Memorial Library (OR) faced closure due to a <u>small, vocal group of</u> <u>book banners</u>.
- At Akron Public Library (PA), attempts to defund because the library doesn't "reflect conservative values."
  - Attempts to defund public libraries in Llano County, Texas, following <u>judicial</u> order to put queer books back on shelves
- Threats to <u>defund Westborough Public Library</u> (MA) over a scientifically-accurate book for middle schoolers about...vaginas. By a medical doctor.

Rockwell
Falls Public
Library in
Lake
Luzerne, NY



After a small group of "concerned citizens" were angry about a drag storytime, those "concerned citizens" harassed staff. Staff quit in response—as of late November, there are three vacancies on the board and thus, no quorum. This community has had no public library for months.

## Library Cooperatives

If your library is connected to others via cooperative or interlibrary loan agreements, what stops citizens from demanding dissolution?

- Has not been a huge issue-yet. Once the local level work is done, they'll come here next.
   Why? "Indoctrination," "Porn Peddling," beliefs related to library workers
- Macon County, North Carolina: anti-LGBTQ+ "activists" demand end of relationship with Fontana System due to potential to access material they don't like. (They stayed for now).

## Professional Library Organizations

- Deep distrust and misinformation around ALA;
   Montana, Wyoming, Alabama, and several other states have withdrawn membership.
- Protests outside Texas Library Association conference (2022), Pennsylvania School Library Conference (2023)–why? Disliking the books, library workers, speakers, you name it.
- "World Library Association": book banners + antagonists created their own association, to include Board members who ousted Campbell County, Wyoming's library director.



I spent the last three days undercover at the largest socialist conference in the country.

That's where I caught American Library Association President Emily Drabinski saying explicitly that libraries (and public schools) need to be sites of socialist organizing.



10:48 AM · Sep 4, 2023 · 244.2K Views



719 Reposts 127 Ouotes 1.136 Likes 122 Bookmarks

This individual—who is a published author—has recorded several presentations by anti-censorship activists, edited out the context, and fueled stories that are simply not true.









Kizik® easy on, easy off

SPRINGFIELD, Ill. (WTVO) — The Illinois Freedom Caucus is urging public libraries across the state to withdraw from the American Library Association after its president allegedly proclaimed herself as a Marxist.

# School Libraries

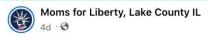
If the books won't be removed, why not remove the libraries? <u>Spotsylvania School District</u> <u>proposal</u> (their board president also suggested <u>burning naughty</u> <u>books</u>)\*

 Flagler County (FL) school board member <u>suggests a similar idea</u>.



 Scholastic book fairs have seen several challenges, including book removals and canceling of events that won't restrict LGBTQ+ titles

 Adults volunteer to staff the book fairs in order to <u>determine what</u> <u>kids can or cannot purchase or</u> <u>read</u>, such as in Hastings, Minnesota



Thought Scholastic book fairs were age appropriate and safe content?

THINK AGAIN 📖

Ask your school to consider alternatives





"Blockers basically press pause on puberty! Stop you developing breasts n' stuff...'sign me up!" Pg 89, Welcome to St. Hell. A young adult book for 14 year olds "We even had a trans kid come out in third grade. I'll bet there are more now." Pg 158, Rick. Recommended ages are children 8-12



...

"... he had recently realized about himself: that when it came to love and romance, his feelings were aimed at other guys." pg 2, The Language of Seabirds. Ages 8-12 Apparently, allowing other people's children to buy the books for themselves is <u>not appropriate</u>, <u>either</u>.





#### PRESS RELEASE

For Immediate Release 11/10/2023

It has become undeniable that a regularly occurring conduit for inappropriate books into schools across Oklahoma is through Scholastic, particularly through their book fairs. As we are in the thick of the fall book fair season, far too many books that are in direct violation of the rules and laws put forth by Oklahoma Legislation are appearing at these fairs across the state. Scholastic, a once trusted company that happens to be one of the top publishers of children's books, now appears largely focused on indoctrinating youth with radical viewpoints and sexual ideologies from a very young age at an increasingly rapid rate.

Moms for Liberty Oklahoma strongly encourages all parents to pay extremely close attention to the materials advertised and displayed by Scholastic inside their children's schools. It is a parent's right to visit the library and the book fair at their child's school and to oversee what they may be exposed to during the school day. We also implore Media Specialists and Administrators to be on the lookout for these inappropriate materials making their way in. Furthermore, Oklahoma Legislators must hold their districts accountable to the laws that have been set forth specifically to protect our youth.

We condemn the current nature of the business that Scholastic is exhibiting and look forward to alternative publishers and book fair companies embracing materials dedicated to building the academia, character, and morality of our youth while respecting the values and traditions of parents. Moms for Liberty Oklahoma vehemently opposes Scholastic remaining a vendor to our schools across the state. This organization has taken a strong stance on its ideological beliefs and they in no way align with Oklahoma values. We encourage school board members to look further into finding an alternative for their districts and implementing a replacement as soon as possible. Let's continue helping students, teachers, families, and school districts to thrive by elliminating a direct source of these issues that also become a constant drain of valuable time and energy. Children deserve more literary options that are healthy, educational, and positive and there are far better ways to achieve this.



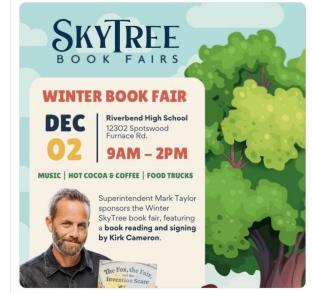


Get ready for our first SkyTree fair at a public school in Fredericksburg, Virginia!



This will be the perfect Christmastime event to get your holiday shopping done and support SkyTree Book Fairs.

Save, share, send 🔆



11:57 AM · Nov 10, 2023

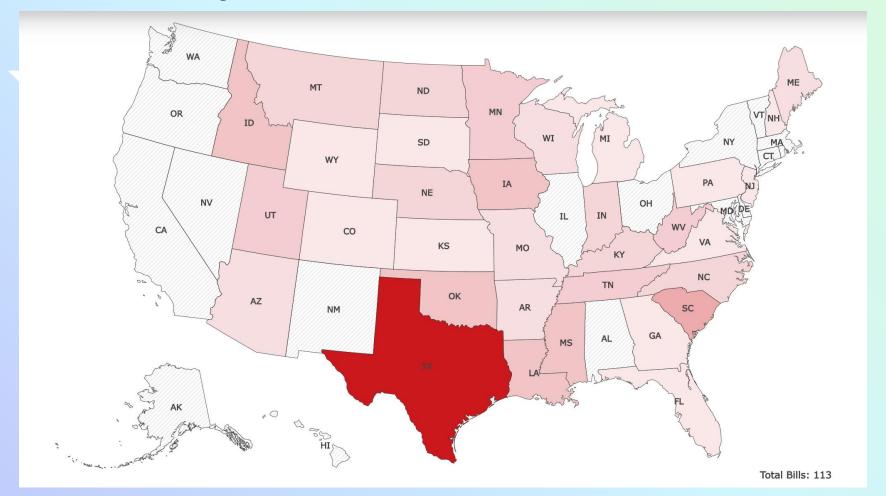
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#### Publishers Themselves

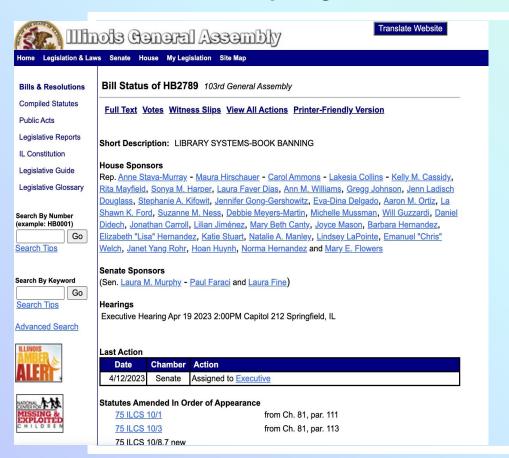
Our friends in Texas don't want to legislate guns, but they do want to sue publishers who "knowingly" "distribute" what they consider obscene materials and fail to "appropriate" rate them (it's queer books, y'all).

<u>Tennessee</u>, too.

#### Book Ban Legislation, 2023



#### **Anti-Censorship Legislation, 2023**



Ban Book Bans: Illinois resource to protect intellectual freedom.

Other states:

New York\*

Massachusetts

**New Jersey** 

Pennsylvania\*

Wisconsin\*

#### \*But Also...

Requires school boards to make the final decision on whether to keep, remove, or restrict access to an instructional material in a school library; establishes a review process for formal complaints concerning instructional materials that are the subject of complaints.

2023-S7766 (ACTIVE) - SPONSOR MEMO

BILL NUMBER: S7766

SPONSOR: MURRAY

TITLE OF BILL:

An act to amend the education law and the public officers law, in relation to establishing the "public school instructional materials review and transparency act"

# Other Targets-both brewing and likely.

#### Central Arkansas school district drops library's digital learning tools, citing lack of 'filter'

Officials want "more clarity as to what's acceptable and what's not," district spokeswoman says

BY: TESS VRBIN - NOVEMBER 17, 2023 4:07 Pt



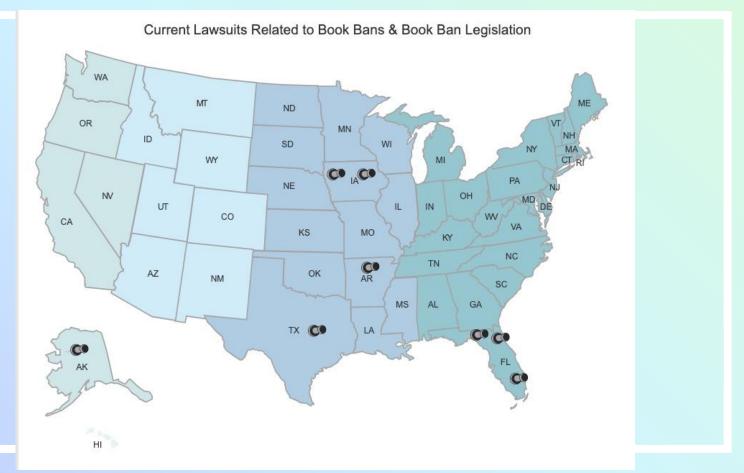


Book Award Committees: because many collection policies require purchase of award-winning books, it's no leap to see why book banners want a say in those books. (Fun fact: <u>Illinois **students**</u> named *Gender Queer* to the state awards list).

- Community Colleges, 4-Year Colleges, and Universities: See New College of Florida.
- Apps which grant access to books (see <u>Mississippi</u> and <u>Arkansas</u>)

These manufactured problems have neat capitalist solutions to them from the very people creating the moral panic.

#### The Way Out Is Coming, Though...



# 3. Book Bans, Trauma, & Mental Health

Nurturing a Safe Environment for Library Workers

# What Is Trauma?

- Trauma is the response to an event-not the event itself
- Trauma keeps the body in perpetual fight-flight-freeze
- Trauma is not just PTSD or C-PTSD. It's part of anyone's experience

#### Trauma Is a Public Health Issue

What does a trauma-informed approach to librarianship look like, especially in times of heightened political rhetoric directly targeting library workers?

 Trauma disintegrates social support systems, decreases job satisfaction, and has serious consequences for individuals, including neurological changes



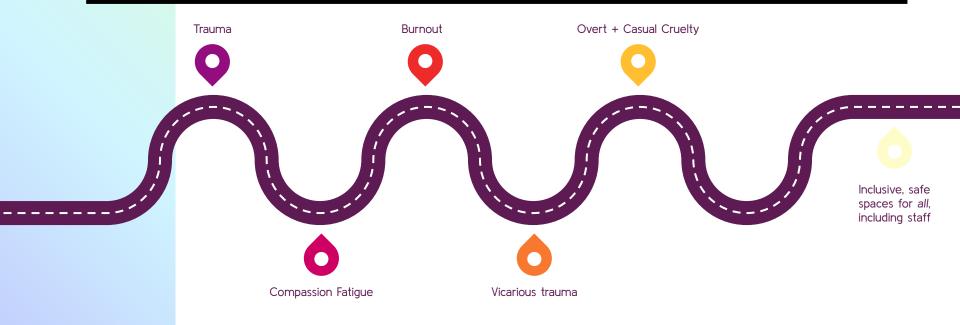
Library
Workers Living
+ Advocating
Those Identities
and Rights

Where Trauma Occurs

Censors take advantage of this human vulnerability.

Wear someone down enough and their body and mind stop responding normally.

#### Trauma, Mental Health, & Working With the Public



#### The Long Term Reality

- Overlooking mental health and trauma in libraries means creating a toxic work environment, translating to a toxic space for community users
- A lack of support leads to burnout and the loss of vital voices in the community
- A field seeking to be more representative of the diversity of our world loses those staff members and perspectives.

#### **For Managers**

#### Create a policy for when staff need an escape because of potential triggering interactions or events and include in your employee documents

#### **Employee Support - Self-Care Parachute**

RNMG supports employees in being able to step away from work during moments of crisis, collective trauma, or attack on marginalized communities. We recognize the importance of removing responsibility for that process from affected employees and have created the flowchart below to guide proactive conversations between managers and employees.

When an incident occurs, managers will reach out to employees in the affected community. If the employees elect to pull the self-care parachute, managers will be responsible for collecting a list of the tasks to be delegated for an agreed upon time period and will work with other staff to coordinate their completion. If the manager is also affected by the incident, they will notify the next available manager or member of the executive team, who will then be responsible for collecting and delegating tasks.

When an employee opts not pull the parachute, the manager will check back in the following day. Employees may change their minds and opt in at any time.

Employees affected by an incident may also contact their managers at any time to initiate this process. If your direct manager is not immediately available, please contact the next available manager or any member of the executive team. We want you to be able to step away as soon as possible.

The self-care parachute is intended for temporary delegation of time-sensitive responsibilities and in most instances will not require the use of PTO.

#### Diffuse Fight-Flight-Freeze Responses

#### Create a Safety Plan

Do you feel safe in your current environment and your home?

If not, determine what space you may need to turn to for that in moments of crisis.

Walk away from triggering space as soon as possible

#### Develop a self-care plan

Who will you contact when you need the pull the parachute?

How will you respond to further questions or comments from patrons/trustees/parents/other stakeholders?

Are you going to monitor conversations outside of your space or not?

Spend 5-10 minutes focusing on your breathing to activate the parasympathetic (rest and digest) nervous system

Move your body either with a walk, some light yoga, or other physical activity-shake it out or dance to 3 or 4 favorite fast paced songs

#### Once Fight Flight Freeze Subsides

Do I need professional assistance outside my workplace to better understand these reactions?

 Record everything that transpired; document everything, even if in hindsight it feels minor. It's not.

 Create a document of your professional values and responsibilities and post it somewhere to remind you that the work you're doing is important.



Be an ally/accomplice and step in to help your most marginalized colleagues

# Consider This:

Book bans offer something librarianship has not put enough time or consideration into: how to adequately care for, support, and accommodate the mental health and safety needs of its most valuable asset: its people.

## More Resources

<u>ProQOL</u>: The Professional Quality of Life resource from Center for Victims of Torture offers tons of tools, guides, and insight into building a healthy professional life; may be useful for those seeking mental health to talk with their counselor about an assessment via proQOL.

<u>Urban Library Trauma Study</u>: Research on the unique trauma associated with working in an urban library; fortunately, less relevant to book bans right now, but an important look at trauma

in librarianship more broadly.

<u>Trauma-Informed Librarianship 101</u> (Karina Hagelin): A toolkit for learning how to practice trauma-informed librarianship; useful for librarians and for working with patrons.

<u>NASTAD</u>: A useful self-assessment on burnout and secondary trauma that might help you in figuring out self-care next steps.

### **Thank You!**

Any Questions?