

INDEX

- A:shiwi A:wan Museum and Heritage Center (AAMHC), 112, 120–121
- Academic librarians
“Diversity Standards: Cultural Competency for Academic Libraries,” 101
Native American, 117
scholarly communication channels, 99
See also Validation theory
- Academic libraries
Carnegie, Andrew, 54
changing the demographics of, 232–233
diversity as commodity, 98–101
diversity residencies, 235
lack of opportunities to mentor, 245
library publishing, 208–209 (*see also* Academic publishing)
locations of queer and trans People of Color, 153
problematizing whiteness, 21
scholarly communication, 83–84, 212
See also Digital humanities
- Academic publishing
gatekeeping, 198
library publishing program, 208–209
peer review, 197–198, 201
workshops on, 210
See also Bias; Counterstorytelling and narratives; Validation theory
- Accountability
“diversity work,” 97
postbac and management residency proposals, 234
social justice and actionable practice in archives, 292
- Affirmative action
diversity, 225
opposing, 52
race-conscious, 226
- Allen Shockley, Ann, 31, 135, 159–172, 211
- American Library Association (ALA)
advocating for patron privacy and antisurveillance measures, 81
Black president of, 219
children’s librarian and librarianship, 182–183
deny membership, 165
diversity, 223
Spectrum Scholarship Program, 232
See also Black Caucus of the American Library Association (BCALA); White Supremacy

- Archives
- actionable practice, 292
 - critical archives studies, 5, 22–23, 33, 289–290
 - critical race praxis, 33, 222, 286–288, 290
 - Critical Race Theory, 17, 286–287
 - dimensions of whiteness, 284
 - diversity in the profession, 285
 - ethical responsibility, 8
 - role of archivist, 222, 294
 - social justice, 292
 - structural racism, 286, 288, 290
 - Warren, Kellee E., 21, 285
 - See also* Dunbar, Anthony W.; Representation; Whiteness as property
- Association for Library Service to Children (ALSC), 183, 188
- Association of College and Research Libraries (ACRL)
- Association of College and Research Libraries (ACRL) Diversity Alliance Program, 3, 98
 - diversity, 223
 - inclusive tenure assessments, 211
 - labor dynamics, 266
 - neutrality, 57
- Belarde–Lewis, Miranda H., 30, 47, 111–128, 207, 321–322, 330
- Bell, Derrick, 3, 9, 15, 100, 136, 287–288, 303
- Bias, 137
- bias in archival work, 291
 - classifications systems, 204
 - implications in academic publishing, 210
 - library publishing programs, impact of, 208
 - manifestations, 58
 - in ourselves and our structures, 191
 - peer review, 201 (*see also* Academic publishing)
 - racial, 17, 23, 61
- Black, Indigenous, and People of Color (BIPOC)
- #transformDH collective, 275
 - active listening, 330
 - commitment to social justice, 242
 - emotional and physical labor, 95
 - experiences and knowledge of BIPOC, 14, 319–320
 - lack in the field, 2
 - work and life, 317
 - working in LIS, 325
 - See also* Demographics; Indigenous, Black, and People of Color (IBPOC)
- Black Caucus of the American Library Association (BCALA), 167, 188, 190
- Black studies
- about HBCUs, 162
 - historical context, 170–172
 - programs, 159
 - See also* Historically Black colleges and universities (HBCUs)
- brown, adrienne maree, 27, 106, 266, 277–278, 319, 328
- Brown, Jennifer, 27, 30, 47, 87, 95–110, 323, 330
- Capitalism, 7, 48, 75, 77, 89
- Care
- caring, 294–295
 - collective memory, 17
 - community cultural wealth, 149
 - emotional labor, 258
 - ethics of, 221
 - feminist ethics of, 221
 - health, 81, 83, 153
 - institutions, 8
 - Native peoples in LIS, 119
 - radical, 33, 265, 275, 319, 325, 326
 - self, 289
- Carnegie, Andrew. *See* Academic libraries
- Children’s librarianship, 31, 136, 177–192
- Children’s literature
- decenter whiteness, 136
 - disrupting white dominant ideologies, 184
 - (mis)representation, 177
 - pervasiveness of white racial subjugation, 18
 - publishing industry, 191

- race and racism, 19
See also Collection development
- Chiu, Anastasia, 29, 46, 49–73, 320, 322–323, 327, 330
- Classification system
 - applications of Critical Race Theory, 161
 - Barnard College Library, 147
 - Dewey Decimal Classification (DDC), 17
 - Hoover, J. Edgar, 79
 - Indigenous knowledge, 117
 - knowledge validation, 320
 - marginalization, 169
 - slowness of change in, 204
 - See also* Bias; Library of Congress Subject Headings (LCSH)
- Cline, Nicholae, 27, 30, 47, 95–110, 259, 323, 327, 330
- Collection development
 - antiracism included in policies, 207
 - children's, 180, 178–184, 187–192 (*see also* White Supremacy)
 - community cultural wealth, 147
 - correct the injustices, 169
 - counternarrative, 172
 - empowering practitioners, 292–293
 - epistemic supremacy, 75–76
 - equitable labor practices and services, 88
 - political act, 324
 - power, 161
 - racial inequities, 179
 - reenvisioned, 206
 - reimagine, 178
 - subjective policies, 62–63
 - White Supremacy, 66
 - See also* Historically Black colleges and universities (HBCUs): Black special collections
- Collegiality, 33, 221, 256, 269
- Color blindness, 2
 - CRT, 8–9, 248
 - defined, 52
 - neutrality, 56
 - whiteness, 225
- Community cultural wealth
 - challenge and critique white hegemony, 258
 - decenter whiteness, 248
 - defined, 150
 - erasure, 147
 - queer South Asian, 135, 143
 - rational mentoring, 221, 244, 249
 - See also* Care; Collection development
- Cong–Huyen, Anne, 33, 221, 263–282, 323, 327–328, 330
- Counterstorytelling and narratives
 - academic publishing, 209–210
 - affirmative action, 300–308
 - record creation, 17, 290
 - voice, 95, 101, 104, 112, 116, 122, 124, 146, 148, 178, 189
 - White Supremacist “master narratives” about People of Color, 142
 - See also* Collection development; Interest convergence; Intersectionality; Nonbinary; Whiteness as property
- Critical literacy, 188
- Critical race praxis, 33, 222, 286–288, 290.
See also Archives
- Critical Race Theory (CRT)
 - Asian Critical Race Theory (AsianCrit), 11
 - Black Critical Theory (BlackCrit), 12
 - Latina/o Critical Theory (LatCrit), 11, 241 (QuantCrit), 12
 - Queer Critical Race Theory (QueerCrit), 12
 - Tribal Critical Race Theory (TribalCrit), 12, 30, 112–116, 119–122, 125–126, 286, 322
 - See also* Archives; Classification system; Stefancic, Jean
- Critique of dominant ideologies, 11, 14, 17, 289. *See also* Color blindness; Meritocracy; Objectivity
- Critique of liberalism, 20, 29, 50, 161, 324
 - defined, 197–198
 - peer review, 201 (*see also* Academic publishing)
- CRT. *See* Critical Race Theory (CRT)

- Demographics
 BIPOC, 5
 diversity initiatives, 97, 99
 editorial board members, 202
 obstacles, 199
 the profession, 19
 racial composition of librarianship, 225–226
 racialized oppression, 228–229
 strategy and policy proposal, 232
See also Black, Indigenous, and People of Color (BIPOC)
- Dewhiting
 budgeting for diversity, 231–233
 class distinctions at work in library workplaces, 229
 defined, 235
 “library professional debt,” 236
 racial diversity project, 224
- Digital humanities, 32, 33
 core set of values, 270
 intersectionality, 265–296
 labor in academic libraries, 263
 whiteness, 264
- Diversity, equity, and inclusion, 2–4, 8, 10, 24, 30, 131, 134, 137, 220–222, 331–332
 to dewhiten the profession, 233
 “diversity work,” 95, 265
 experiential knowledge of communities of color, 210
 inequitable labor, 102
 mutual empowering, 258
 philosophy of inclusion from the margins, 293
 professional organizations across GLAM spaces, 81
 programs, 73
See also Academic librarians; Academic libraries; Accountability; Affirmative action; American Library Association (ALA); Archives; Collection development
- Dunbar, Anthony W., 16–18, 21, 23, 28, 31, 131–138, 286–287
- Epistemology, 75, 199
 Chicana feminist, 243, 248
- Espinal, Isabel, 16, 32, 220, 223–240, 270, 320, 322–323, 327, 330
- Ettarh, Fobazi M., 27, 29, 46, 49–72, 73, 270, 320, 322–323, 327, 330
- Ferretti, Jennifer A., 29, 46, 49–72, 73, 87, 320, 322, 323, 330
- Griffin, Karin L., 19–20, 161
- Hall, Tracie D., 4, 19
- Hathcock, April M., 3, 4, 32, 96, 204, 220, 223–240, 324, 330
- Hierarchies, 97–98, 107, 232, 245, 259, 263
- Historical contexts on librarianship
 Baker, Augusta Braxton, 31, 136, 177, 184, 185, 190, 191
 Belpré, Pura T., 184, 191
 Josey, E. J., 164, 167, 219
 Morris, Effie Lee, 10
 Rollins, Charlemae Hill, 8, 31, 136, 177, 184, 190, 191 (*see also* Representation)
- Historically Black colleges and universities (HBCUs), 22
 Black special collections, 31, 135, 159–163, 166–172
See also Allen Shockley, Ann; Black studies
- History of libraries, 19, 32, 53
- Honma, Todd, 4, 16, 28–29, 45–48, 55
- Immigration
 impact on policies, 82–83
 precarity, 264–265, 274
See also Critical Race Theory (CRT); Latina/o Critical Theory (LatCrit); Library of Congress Subject Headings (LCSH)
- Indigenous
 land acknowledgement, 1
 tribal information institutions, 116

- Indigenous, Black, and People of Color (IBPOC), 177–178, 183–191. *See also* Black, Indigenous, and People of Color (BIPOC)
- Inefuku, Harrison W., 32, 134, 137, 197–216, 321–322, 330
- In-person and online spaces
 Librarians of Color–LA (LOCLA), 259
 We Here, 27, 259
 WOC + Lib, 259
- Interdisciplinary, 14, 22, 322
 element of CRT in educational research, 242
 experiential knowledge of communities of color, 209
 utilization of approaches, 289
- Interest convergence, 2, 3, 11, 15, 20, 22, 24, 30, 34, 327
 counterstory, 303, 308
 defined, 100, 136
 white academic librarians and administrators, 101
- Intersectionality, 14, 20, 23–24, 31, 134–135
 counternarrative, 143, 147, 149, 151–154
 defined, 74
 methodologies, 200
See also Digital humanities
- Jacinto, Irlanda, 26
- Knowledge
 organization, 29, 78, 115, 119
 production, 141, 149, 206, 236, 319, 324
 systems, 18, 111, 318
- Kostelecky, Sarah R., 30, 111–128, 207, 321–322, 330
- Kumasi, Kafi, 19, 20, 24, 33–34, 222, 299–315, 323, 326, 330
- Labor inequity, 95–96, 98, 104
- Leung, Sofia Y., 1–41, 45, 97, 131, 250, 317–334
- Librarians of color, 27, 221, 258
 development of professional identity, 242
 discriminatory experiences, 165
 disenfranchise librarians, 50
 diversity positions, 98
 labor, 264, 266, 272
 neutrality as organizational fiction, 58
 nontraditional leadership, 254–255
 numbers of, 224
 organizing and information-sharing space, 87
 racial stratification, 230–231, 233–235
 voice, 226 (*see also* Counterstorytelling and narratives)
 “working identity,” 275
See also Children’s librarianship
- Library and information studies (LIS)
 CRT, 16, 25–26
 Josey, E. J., 219 (*see also* Historical contexts on librarianship)
 justice-focused efforts, 331
 racism and whiteness, 45
 removing the financial barrier, 234
 White Supremacy, 318
- Library management, 73, 82, 103, 107, 117–118, 179, 235, 236
- Library of Congress Subject Headings (LCSH)
 accessibility, 204
 exclusionary, 322
 Hoover, J. Edgar, 78
 interrogating the epistemic supremacy, 77
 invisible labor, 207
 White Supremacy, 65, 204
- López-McKnight, Jorge R., 1–41, 45, 131, 317–334
- Lugo Vázquez, Sujei, 31–32, 134, 136, 177–196, 207, 321, 323–324, 327, 330
- Management, 103, 107, 235–236
- Méndez-Brady, Marisa, 95–110, 259, 323, 327, 330
- Mentorship
 building networks, 329
 collectives, 277
 lack of, 245, 256
 publishing process, 210

- Mentorship (cont.)
 rational mentoring, 221
 validation, 252, 258
See also Academic libraries
- Meritocracy
 critique of dominant ideologies, 14
 CRT in educational research, 241–245
 LIS Collegiality, 221
 mindset, 51
 racial enlightenment, 52–53
 whiteness, 225
- Microaggressions, 17
 academic libraries, 244
 archival praxis, 287
 to avoid, 250–251
 book or journal publishing, 86
 racial microaggressions, 23, 264
 recurring, 274
 scholarship, 210
 structural, 105
- Morales, Myrna E., 29, 46, 62, 73–94, 206, 318, 320, 327, 330
- Nataraj, Lalitha, 33, 221, 241–262, 321–323, 329, 330
- Natarajan, Vani, 31, 134–135, 141–158, 321–323, 329, 330
- Neo-apartheid, 133, 135
- Noble, Safiya Umoja, 24, 203
- Nonbinary
 counternarrative, 141–142
 exclusions, 135
 lived labor experiences, 104
- Objectivity, 12, 14, 221, 326
 challenges claim of, 241–242, 244–245
 evaluations, 205
 framework for all library activities, 56
 privilege, 250
- Olivas, Antonia, 33, 221, 241–262, 321–323, 329–330
- Patel, Kush, 33, 221, 263–282, 323, 327–328, 330
- Perpetrator perspective, 50–51, 53, 56
- Pipeline, 98, 208, 220–221, 264
- Predominantly white institutions (PWIs), 3, 22, 98, 162
- Professional organizations, 26, 81, 187–188.
See also American Library Association (ALA); Association for Library Service to Children (ALSC); Association of College and Research Libraries (ACRL); Black Caucus of the American Library Association (BCALA); Public Library Association (PLA); Society of American Archivists (SAA)
- Public libraries, 20, 26
 Boston Public Library McKim Building, 54
 Lyells, Ruby Stutts, 164
 Mellon, 82
 Otherness, 256
See also Collection development: children's; White Supremacy: children's collection development
- Public Library Association (PLA), 188
- Publishing, 198
- Queer and trans People of Color (QTPOC), 31, 141–142, 145, 149–150, 153–154
- Queer of Color Critique, 31, 135, 143, 149, 154–156
- Quiñonez, Torie, 33, 221, 241–262, 321–323, 329–330
- Racial battle fatigue, 137
- Racial commodification, 105
- Racial inequity, 51
- Racial justice, 2–3, 11–12, 14–15, 18–19, 22, 28, 31, 322
 “the diversity rationale in academia,” 100
 gender-inclusive bathrooms, 151
 librarianship to be used as a tool, 172
 top-down institutional diversity schemas, 108

- Racial parity in staffing, 224
- Racism
- as endemic, 17–19, 21
 - as extraordinary, 45, 48
 - as ordinary, 10, 18, 22, 24, 29, 32, 50–51, 324
 - as normal, 13, 287, 302
- See also* Children's literature
- Relational-cultural theory, 244, 249
- Representation, 1, 2, 18, 21, 322
- library collection, 180
 - peer review, 202 (*see also* Academic publishing)
- People of Color in the media, lack of, 210
- precarious labor, 272–274
- racial composition of librarianship, 225
- representation gaps in archival collections, 285
- Rollins, Charlemae Hill, 186
- Western collecting practices, 112
- See also* Children's literature; Zuni Pueblo: Hughte, Phil
- Rios, Maria, 220, 223–240, 324, 330
- Scholarly communication, 30, 32, 74, 197, 208, 272, 321. *See also* Academic librarians; Academic libraries
- School librarianship, 18–19, 183
- School libraries, 19, 180
- Society of American Archivists (SAA), 283, 332
- Protocols for Native American Archival Materials, 293
- South Asian American, 135, 141–142, 145, 151, 154, 156
- Stefancic, Jean, 16, 45, 204, 263
- Sutherland, Tonia, 4, 28, 32, 219–222, 234
- Transformative librarianship, 29, 46, 73–89, 286, 327
- Tribal information institutions, 116
- Validation theory, 33, 221, 241–242, 244–245, 249
- academic librarians, 259
 - academic publishing, 197
- Vocational awe, 29, 46, 49–51, 53–62, 64–67, 106, 270, 275, 327
- Walker, Shaundra, 20–22, 31–32, 134–135, 159–176, 211, 321, 323–324, 330
- Whiteness as property, 14, 20, 22, 29, 34, 46, 323
- archives, 22
 - counterstory, 308–309
 - Harris, Cheryl I., 50, 61, 66, 148
- White Supremacy, 23–26, 28–33, 46–49, 132–135, 137, 222, 317–320, 322–323, 325–327, 331–332
- accepted values of higher education in the US, 259
 - ALA Code of Ethics, 58–59
 - cataloging or metadata operations, 65–67
 - confronting, 5–8
 - construction of knowledge, 197, 200
 - children's collection development, 180–181
 - decisions that uphold frameworks of, 81–82
 - disconnection marginalized folks experience in LIS, 250, 257
 - epistemic supremacy, 62, 74–78, 80, 83–84, 86–89, 327
 - InFLomation project, 308–309, 312
 - in LIS institutions and practices, 45
 - nativism, 46, 82
 - perpetrator perspective, 56
 - race as a social construct, 13
 - systems of domination, 7, 10, 15, 23, 318
 - teacher-preparation programs, 11
 - theoretical framework, 50–53
 - US libraries, 97
 - work and service in librarianship, 50
 - xenophobia, 46, 82, 89, 147, 242

White Supremacy (cont.)

See also Academic publishing: library publishing program; Archives: structural racism; Collection development; Library and information studies (LIS); Library of Congress Subject Headings (LCSH); Society of American Archivists (SAA); Critical Race Theory (CRT): Tribal Critical Race Theory (TribalCrit)

Williams, Stacie, 29, 46, 62, 73–94, 318, 320, 327, 330

Winston, Rachel E., 27, 33, 222, 283–298, 323, 329–330

Working identity, 264, 272, 275

Zuni Pueblo, 111–128

Hughte, Phil, 121

Zuni knowledge systems, 122, 207