

Instructions for Session II-B Handouts

Download all of the handouts (pdf format). For each handout read the instructions below:

Insider and Outsider Chart – On this handout, you will see a chart with examples of insider and outsider behavior. The center column is where you as an individual can make behavioral changes.

Exclusive and Inclusive Behaviors – On this handout, you will find scenarios of exclusive and inclusive behaviors. During a brainstorming session, pick several from the list to discuss. Think about the following questions, as you discuss the examples:

- What unconscious stereotypes are behind some of the Exclusive Behaviors?
- If the people in these scenarios had been aware of their biases, how could they have stopped themselves before they treated someone poorly or unfairly?
- What is the effect in our library when we do these unconscious Exclusive Behaviors? How do behaviors that exclude affect our ability to fulfill our mission and the willingness of our clients to trust us?
- Conversely, how can Inclusive Behaviors help us fulfill our mission of being a welcoming place to everyone?
- With what Inclusive scenarios did you identify?
- To what Inclusive Behaviors do you need to give more attention?

Answer Sheet – Identifies the types of behavior in each scenario.