

**TLN Teen Services Committee Meeting
Friday, May 11, 2018**

Auburn Hills Public Library
3400 E. Seyburn Drive., Auburn Hills, MI
48326 Phone: 248-370-9406

<http://www.auburn-hills.lib.mi.us/>

1:30 PM Call to Order

Introductions

In attendance:

Lindsay Fricke - Novi
Allison Sartwell - Rochester Hills
Elisabeth Phou - Birmingham
Stuart Sturton - Oak Park
Julie Sebest - Taylor
Jessica Wilhoite - Romulus
Janna VanHouten - TLN
Jody Wolak - Chelsea
Erin Look - Garden City
Ashley Lehman - Ferndale
Candie Carnahan - Auburn Hills
Karen Smith - Livonia
Amanda Gehrke - Madison Heights
Jocelyn Levin - Lyon Township

Approval of Agenda

1st Jocelyn Levin

2nd Jessica Wilhoite

Approval of Minutes

1st Allison Sartwell

2nd Erin Look

TLN Updates

None

State and Local Committee Updates

None

1:45 PM Officer Nominations and 2019 Meeting Locations

Allison Sartwell - Chair-Elect

Elisabeth Phou - Secretary

January 2019 Bloomfield Township Public Library

March 2019 Redford Township Public Library

May 2019 Taylor Community Library

August 2019 Oak Park Public Library

October 2019 Plymouth District Library

2:00 PM Guest Presenter – Megan Fuciarelli, Executive Director and Principal Consultant, from US2 Consulting (<http://us2consulting.com/>)

“The Impact of Bias”

Definitions:

Bias: an inclination of temperament or outlook; a personal and sometimes unreasoned judgment (also called prejudice)

Implicit bias: refers to the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner

Discrimination: the practice of unfairly treating a person or group differently from other people or groups of people

Microaggression: a statement, action, or incident regarded as an instance of indirect, subtle, or unintentional discrimination

Privilege: a special right, advantage, or immunity granted or available only to a particular person or group of people

The -isms:

Racism: systemic and systematic discrimination or prejudice based on race

Sexism: systemic and systematic prejudice, stereotyping, or discrimination against someone on the basis of gender

Classism: systemic and systematic prejudice and discrimination based on social or economic class

Ageism: systemic and systematic discrimination against persons of a certain age group

Sizeism: systemic and systematic prejudice or discrimination based on a person's size

Ableism: systemic and systematic discrimination against alter-abled or “disabled”

people

Saneism: a form of systemic and systematic discrimination and oppression based on a diagnosis or the perception of someone having been diagnosed with a psychiatric condition

Identifying personal bias:

Have you ever...

Asked a pregnant woman if they are taking parental leave without asking the other parent?

Given credit to a single father without giving the same credit to a single mother?

Asked the younger person in the room for technology advice without knowing their background/ability to help?

Asked/questioned why someone on state aid has nice things (car, shoes, etc.)?

Found yourself thinking why someone is eating and/or wearing something?

What are your personal biases?

We are human - it is human nature to hold biases

What terms do you use? What comments/questions/microaggressions can you relate to?

Talk at your table about something that struck you from the last two slides.

Overcoming discrimination/bias without compromising personal beliefs

Listening does not mean you are in agreement

Your belief system does not necessarily correlate with your implicit biases

No one deserves to be treated unfairly because of who they are

Our job is not to eliminate bias - our job is to identify bias before it becomes discriminatory

4:00 PM Adjournment

Next Meeting: Friday, August 10th, 1:30 pm at Brighton District Library,
100 Library Drive, Brighton, MI 48116. Phone: 810-229-6571 Website:

<http://brightonlibrary.info/>