



Seeing the Unseen; Raising the Visibility of Equity Work

CSL In Session – September 25, 2024

Introduction



Session Outline



- Welcome!
- About us
- About our collaboration
- How we're thinking about equity
- Strategies for making equity work visible
 - Strategy 1 - photo survey
 - Strategy 2 - equity zine
- Q&A

About Us



Ashley Kazyaka

Pronouns: they/them/elle

ideaLAB Program Administrator
Denver Public Library



Celeste Moreno

Pronouns: she/her/hers

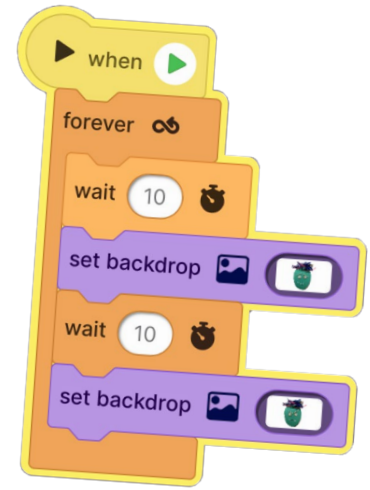
Ph.D. Candidate at CU Boulder, Creative
Technologist at Boulder Public Library
Makerspaces

About Our Collaboration:

DPL ideaLAB Makerspaces



Open Lab at the Montbello Branch Library



Facilitating Computational Tinkering:

Engaging youth and families to create with code

About Our Collaboration:

Facilitating Computational Tinkering



Let's talk equity



Equality



Equity



Big Ideas

- **Equity is a practice that you work on** all the time, it's *not* a checklist!
- **Equity is everywhere** from the designs of our environments to how we communicate
- Making time to **stop and reflect** is critical

Strategy 1: Photo Survey



Strategy 1: Photo Survey - Why?



- **Why photos?**
- **Internal reflection** – how are we working towards equity?
- **External communication** – help others see and understand makerspace staff's equity work

Strategy 1: Photo Survey - What We Tried

1. Created list of photo survey questions
2. Collected photos and reflections from ideaLAB staff
3. CU Boulder team organized data and found themes
4. CU Boulder team and ideaLAB staff met for a “share back” to discuss and reflect



Strategy 1: Photo Survey - Photo Prompts

Photograph something...

- That makes your space **more accessible** to a specific community, group, or person
- That **welcomes** a specific community to your space
- That you wish you could **change** about your space
- In your space that's **overlooked** that you wish more people (e.g. colleagues, people who don't come in) would appreciate
- **Free choice** - Photograph something special or important! Tell us more about why you picked that thing.

Strategy 1: Photo Survey



What communities do you think might be welcomed by what's included in this image?

How does this make a library service more accessible?

Strategy 1: Photo Survey



What communities do you think might be welcomed by what's included in this image?

How does this make a library service more accessible?

Strategy 1: Photo Survey



What communities do you think might be welcomed by what's included in this image?

How does this make a library service more accessible?

Strategy 1: Photo Survey - What We Thought



Making time to pause and reflect on the work we're doing matters.

- Ashley



Equity is everywhere! In small details and big moves. Not all can be captured by photos.

- Celeste



What do you think?

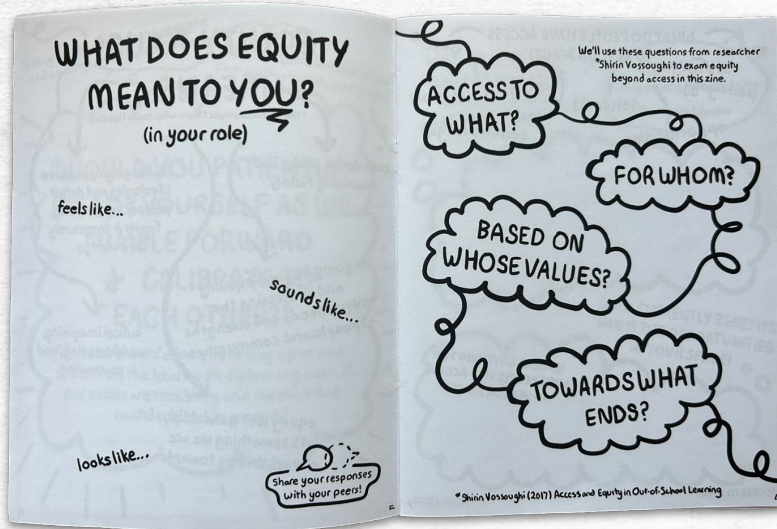
- How could you see this working with your team?
- What does this bring to mind for you?

Strategy 2: Equity Zine

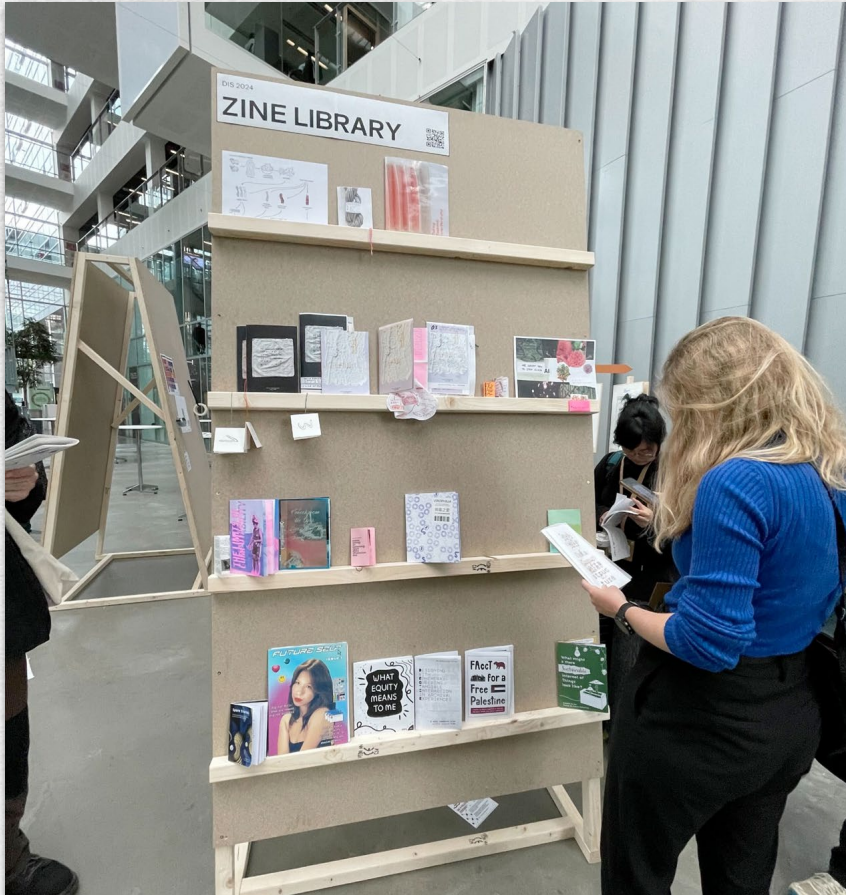


Strategy 2: Equity Zine- What We Tried

CU Boulder team created zine based on interviews with ideaLAB staff (and others) to help with having more concrete discussions about equity.



Strategy 2: Equity Zine



- What's a zine?
- Why did we choose the zine format?

Strategy 2: Equity Zine

WHAT KINDS OF OUTCOMES ARE YOU HOPING FOR, FOR YOUR LEARNERS?

In the short term
e.g., after a workshop

In the long term
e.g., after a year

You can see that they're making discoveries and it's coming from a place of joy
- Community Educator

TOWARD WHAT ENDS

WHO DO YOU HOPE BENEFITS FROM THE OPPORTUNITIES IN YOUR SPACE?

youth from the immediate community.
- Community Educator

WHO CURRENTLY BENEFITS FROM THE OPPORTUNITIES IN YOUR SPACE?

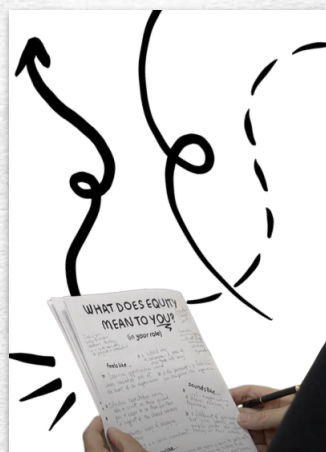
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Strategy 2: Equity Zine- What We Tried

CU Boulder team facilitated zine sessions with ideaLAB staff (and other groups around the country)





WHAT EQUITY MEANS TO ME

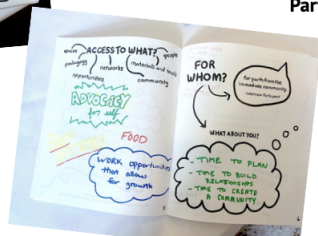
Facilitator Guide

Facilitators play important roles in cultivating equitable and creative learning environments. In addition to building content knowledge and skills, facilitators also need professional development that supports them in challenging and deepening their ongoing equity-oriented work as the material, social, cultural, and political contexts of their spaces and communities change. We designed this zine to scaffold individual and collective reflection among facilitators to unpack what equity means to them and what it means for their practice and organization.

Examples



At one of our workshops, facilitators personalized their zines using colorful markers and drawn visuals



"I like the fact that it was a visual conversation starter as well as allowing people to figure out where their mindset is on their own..."

- Zine Workshop Participant

Sample Workshop Outline:

10 minutes	<u>Introduction</u> <ul style="list-style-type: none"> Pg 1: As people get settled, invite them to personalize their zine Pgs 2-3: Review these pages together to understand the goals of this session and to set the tone for your conversations Pg. 4: Review the definition of equity together and invite people to share what resonates
15 minutes	<u>What does equity mean to you?</u> <ul style="list-style-type: none"> Pg 5: Invite people to individually reflect Share responses in either small or large group and encourage encourage people to share the "whys" behind some of their reflections
30 minutes	<u>Digging Deeper</u> <ul style="list-style-type: none"> Pgs 6-12: Review the questions on page 6 together before giving each individual time to reflect on the core questions in their practice Share in small groups and then engage in larger group discussion
15 minutes	<u>Stories from educators</u> <ul style="list-style-type: none"> Pg 13: Review this page together to frame the stories before inviting people to individually annotate and reflect on them Share small and large groups what resonated and what questions emerged as people read these stories
15 minutes	Engage in a large group discussion about their overall experiences with the zine, their group conversations, and thoughts for next steps.

Reminder to Remix: Remember, these are suggestions based on what we've found works for us. Experiment and tweak these elements to best fit your community of learners. What will you try? What will you change?

Facilitation Tips

- Encourage people to make the zines their own, and respond in a way that feels right for them. Doodling images and writing out sentences are both fine ways to engage.
- Remind people that reflection is action and making space to reflect on and question what equity means to you and your peers is equity work.

Equity Zine Facilitator Guide



What do you think?

- How could you see this working with your team?
- What does this bring to mind for you?

Resources:

- **Project website:**
[Facilitatingcomputationaltinkering.org](https://www.facilitatingcomputationaltinkering.org)
- **Project newsletter:**
tinkeringtogether.substack.org

Photo Survey:

- A visual research paper by the Creative Communities team that describes the results of the photo survey with DPL ideaLABs:
<https://dl.acm.org/doi/pdf/10.1145/3643834.3660751>

Equity Zine:

- Equity Zine (includes link to download zine, and a facilitation guide):
<https://www.facilitatingcomputationaltinkering.org/resources/equityzine>
- Blog Posts from the Creative Communities group about the Equity Zine:
 - <https://www.creativecommunities.group/blog/equity-zine>
 - <https://www.creativecommunities.group/blog/2024/8/28/translating-research-into-zines-what-weve-learned>

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Thank you!

Acknowledgement: This material is based upon work supported by the National Science Foundation under Grant No. 2005764, 1908351, 2005702, 2005731. This work is licensed under Creative Commons Attribution-NonCommercial-ShareAlike 4.0 International.