



LGBTQ-Inclusive Trusteeship

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Setting the stage

- Discomfort may be part of this—take care of yourself
- We are all learning
- Ask (respectful) questions
- Behavior not belief (or understanding)
- Queer and trans people are already in our communities—and working in and using our libraries



Putting trusteeship in context

Why are we here?

They Checked Out Pride Books in Protest. It Backfired.

Two San Diego residents cleared out the Pride month display at their library and said such materials shouldn't be available to children, one of several recent clashes over L.G.B.T.Q. issues in California.

Public libraries are the latest front in culture war battle over books



By [Gregory S. Schneider](#)

July 25, 2023 at 6:00 a.m. EDT

Risk and safety...



Photo by Jessica Tan on Unsplash

...and the chilling effect



Photo by Ernie A. Stephens on Unsplash



Libraries are not neutral



By Petar Milošević (Own work) [CC BY-SA 3.0 (<http://creativecommons.org/licenses/by-sa/3.0>)], via Wikimedia Commons

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“We all do better when we all do better.”





Concepts to know



Gender ≠ Gender Expression ≠ Sex ≠ Sexuality



Photo by Jesús Boscán on Unsplash

Decoding the alphabet soup

Lesbian
Gay
Transgender
Bisexual
Queer





Common sticking points



Pronouns



Photo by Alexander Grey on Unsplash

Programs and collections



Rudine Sims Bishop: Windows, mirrors, and sliding glass doors



<https://www.bibliotheca.com/wp-content/uploads/Mother-walking-through-security-gates-of-library-pushing-a-pram-scaled.jpg>



Bathrooms





Scenario

During the public comment period of your trustee meeting, a parent protests the library circulating materials that are “inappropriate for children.” Several other audience members demonstrate their agreement.

How can you respond in an LGBTQ-inclusive way?



[With thanks to Shor Consulting and the Hennepin County Trans and Gender Nonconforming Employee Resource Group for use of their materials.]



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