



THICK DESCRIPTIONS

**POLITENESS AND EXECUTING INCLUSIVE
METADATA WITH OK LIBRARIES &
ARCHIVES**

Science Empowerment/Cultural Intelligence

Today We will Talk About:

- 1) Politeness
- 2) Statistics
- 3) Role Playing
- 4) Relationships (Building and Sustaining)
- 5) Understanding Our Audiences
- 6) Resources

Our Agreement to Each Other:

- 1). This is a brave, interactive and safe space.
- 2). Topics/conversations may get uncomfortable and, we will work together.
- 3). Agree to be respectful meaning we can agree to agree and/or disagree. Let's work to find mutual understandings and connect with each other.

"Vulnerability is our best measure of courage."

Brene Brown



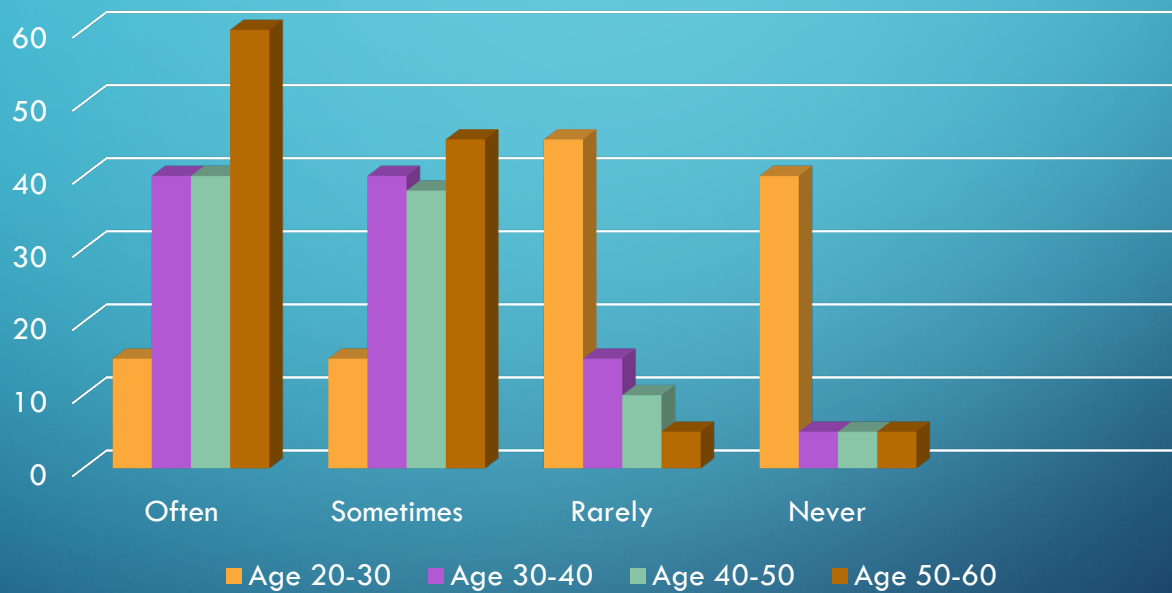
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Politeness and executing inclusive metadata with Oklahoma Libraries & Archives

“Politeness, decency, and etiquette are natural laws that carry tremendous weight for us as humans. These values have been handed down from generation to generation with little change. Their persistence shows their importance: these codes of behavior are essential to build and maintain society. **Practice and repetition of these natural laws give us a safe space** to create and retain trust between individuals. They are an integral part of the socialization process and the way we teach our children social norms”. – Welcome to the Jungle/October 19, 2019

In essence, it is a cultural phenomena

Percentage of Adults (by age) that Exercise Politeness



Politeness and executing inclusive metadata with Oklahoma Libraries & Archives

60% claim religion is the primary reason for politeness (Religious Polarization and Pluralism in America – 2012)

50% execute politeness because of their upbringing (parents/adults during their childhood) (A Very Polite and Commercial People – 1991).

44% are polite to make a good impression (Interpersonal Chemistry – 2006).

30% choose politeness to offer a sense of comfort (The Familiar Stranger – 2004).

What is this data telling us?

- 1). We must be vulnerable (with boundaries).
- 2). We must be willing to execute the “and” not “or” meaning be polite AND strategically push the envelope.
- 3). Take our audience(s) with us during this process.

Let's Go Deeper

1) Did you know that Oklahoma was ranked the most polite state in the United States? <https://www.inc.com/bill-murphy-jr/50-us-states-ranked-in-ascending-order-of-politeness-according-to-canadian-research.html>

2) Did you know politeness is connected to Christianity? <https://opusdei.org/en-us/article/good-manners/>

3) Because politeness is a cultural phenomena, what does politeness look like to you? (verbal/non-verbal, written communication, facial expressions etc)

Midwesterners and southerners rely on politeness as a way to do business. While this will often help us maintain the status quo, politeness as a fall-back method does not automatically lead to progress. During periods of simple or radical change, there are times when the traditional approach isn't enough.

How can we be polite AND shift meta data when our audience members are focused on being polite?



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Audience

- 1). Who is your audience? Do they have similar cultural experiences to you?
- 2). What are your audience member's needs?
- 3). How do you get their buy in?
- 4). How do you stay in touch/maintain relationships with your audience(s)?

“When you are raised middle class and born to a subordinated caste in general, and African American in particular, you are keenly aware of the burden you carry and you know that working twice as hard is a given. But more important, you know there will be no latitude for a misstep, so you must try to be virtually perfect at all times merely to tread water. You live with a double standard even though you do not like it.” –
Caste: Isabel Wilkerson



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Example:

1). Big Picture – seeking more historically overlooked communities to experience your databases/information.

2). Values – reciprocal listening, respect, honor your word(s), Shalom, relationship between work/personal life, love (love is patient; love is kind), wisdom, seek and attain understandings, integrity, good steward of resources



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Example Continued:

- 3). Positionality – understanding the significance and impact of social constructs (stereotypes, biases, geographic origins, childhood, social-economic status, gender, ethnicity, class etc) AND providing our own.
- 4). Attain historic and contemporary understandings.

The background is a teal-to-blue gradient. In the corners, there are decorative white circuit-like lines with small circles at the end, resembling a PCB layout.

Continued:

5). Let's get in the weeds.

The background is a solid teal color. In the corners, there are decorative white line-art patterns resembling circuit boards or neural networks, with lines connecting to small circles.

Let's get in the weeds/tools (continued)

Background information – ALL historically overlooked communities were taught to pay attention (with all senses) to the dominant cultures/systems.

Let's get in the weeds

(continued)

6). Agree to listen (using all senses) to be changed.



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Let's get in the weeds/tools

(continued)

7). Creating a culture where audience members are “open to talking/ learning from prejudice or bias-related mistakes, they must establish a practice of calling in, not calling out. The idea of calling in is that you have empathy and respect for someone who may not understand they are currently supporting bias. You find a way of highlighting behavior without adding guilt and shame, which causes defensiveness.” – Maila

Lazu (How to Have Productive Conversations About Race at Work, December 16, 2020 – Meridith Somers)

Let's get in the weeds/tools (continued)

a). Shift a statement to a question.

(Key Concepts in Ethnography: Karen O'Reilly)

Let's get in the weeds (continued)

8). Time and Rapport –

People need time to understand your values; you need time to understand their thoughts and experiences; they need time to understand yours.



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Let's get in the weeds (continued)

9). How Much Time? At LEAST one year knowing this is a lifetime commitment.



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Let's get in the weeds/tools (continued)

10). Be Willing to Be the Steady; You're the Leader/You are the Model.

a). Remember most humans/communities were taught to watch/observe/pay attention to the “standard”
(within the context of
beauty/ethnicity/gender/language/economic status
etc)

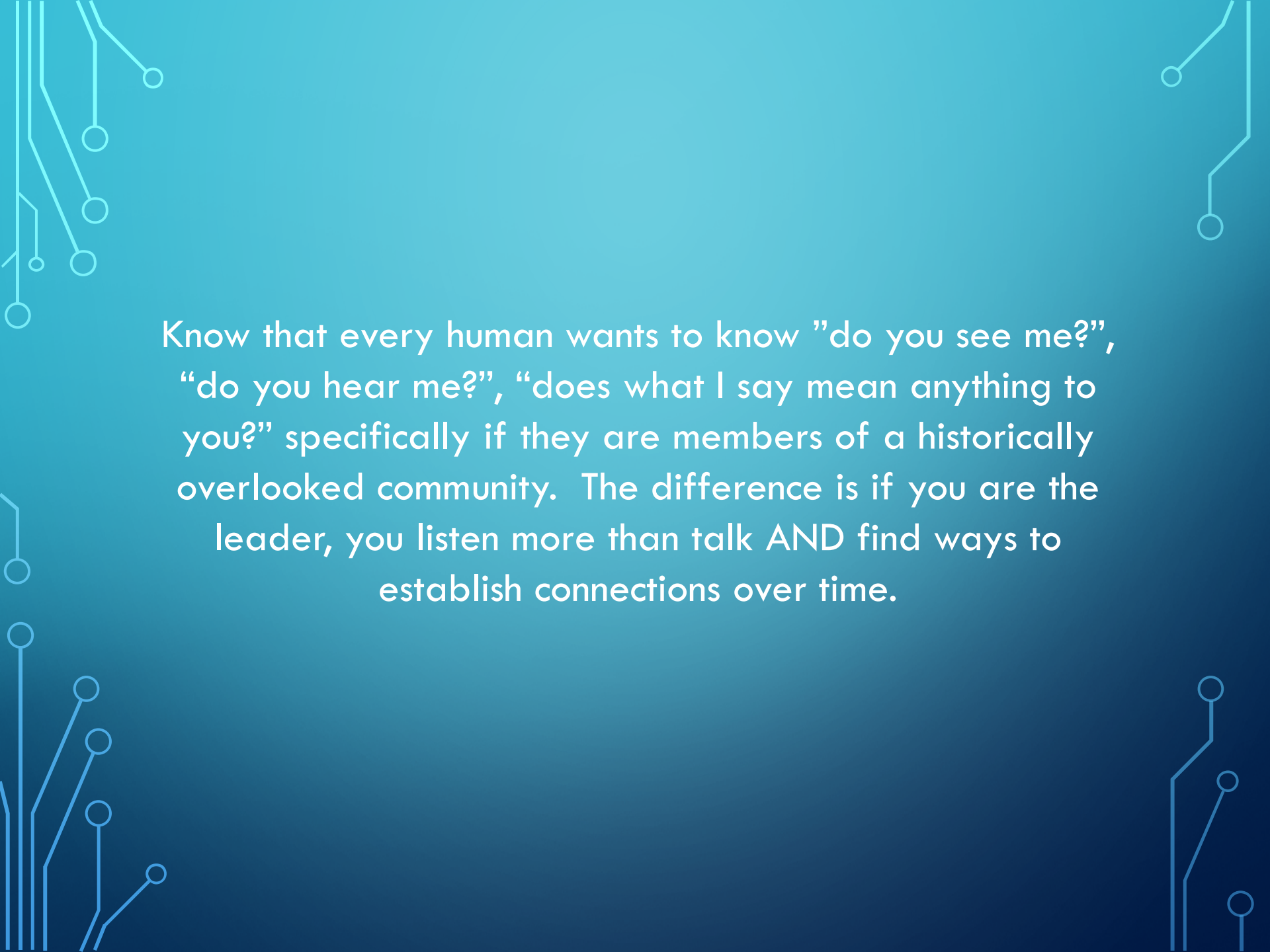


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11) Let's role play.



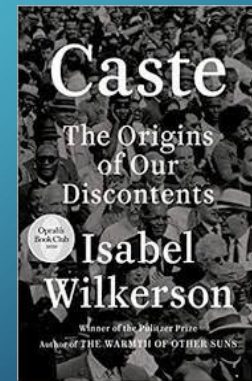
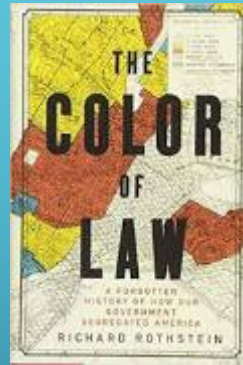
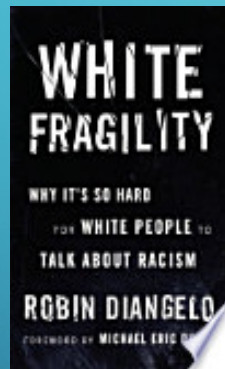
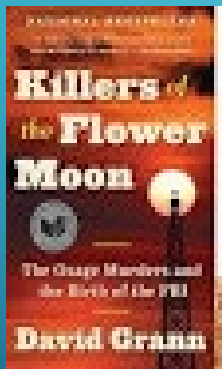
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Know that every human wants to know "do you see me?", "do you hear me?", "does what I say mean anything to you?" specifically if they are members of a historically overlooked community. The difference is if you are the leader, you listen more than talk AND find ways to establish connections over time.

Resources

- 1) Be willing to ask questions. Start within your normal and gradually step outside your comfort zone.
- 2) Read as much as you can about power dynamics/social constructs.



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Questions?



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