

Welcome, Introductions, Introduction to activity (10 minutes)

- Welcome to the Privilege Layer Cake educational event! We are looking forward to this time together for exploring our privileges.
- Housekeeping - Please keep yourself on mute unless you are talking. If possible, turn your video on. When typing a question in chat, please put a question mark before the question.
- Hosts introduce themselves:
 - Name
 - Pronouns
 - Job title and organization
 - How you came to host/facilitate this session
- Hosts welcome facilitators. If time, have each of them introduce themselves to the full group. If you don't have time, welcome them by name and have them introduce themselves in their small groups. Thank them for facilitating.
- Hosts give background to the activity
 - Dr. Kawanna Bright came to the idea of this activity while teaching a class on social justice in libraries. During a stress baking session, as she was thinking about the idea of privilege and the role that it played in how she taught the course (and her concerns about teaching the course), she started realizing that her views on privilege and where it comes from were shifting. She originally viewed privilege as something that you either had or did not have. But in conversations with her students about their privilege and what it meant to have privilege (and especially whether you could choose to give it up), she began to realize that some types of privilege could be earned. You could pick up or gather various layers of privilege throughout your life. But this meant you could also lose some of those acquired layers of privilege (or have them be negated by a lack of privilege found in other aspects of your life). The layer cake aspect of this activity came into play because she was actually baking a cake for the class as she was figuring that out.
 - Joanna Nelson Rendon attended a keynote presentation when Dr. Bright mentioned this activity. Joanna reached out to Dr. Bright and they worked out the details of facilitating this activity.
- Hosts: You'll now be getting into small groups to discuss privileges you were born with and privileges you have earned. This is a space to be vulnerable, learn, and grow. (if a virtual event) We are not recording this session. We want you to view this as a safe space to share, and be open and honest with yourself and with others. This is an opportunity to also exercise your curiosity and to learn about others and how privilege may have shaped their lives and your life as well. We will come back together in 35 minutes to hear a highlight or two from each group, so please select someone to report out.

Small Group Discussion Time (35 minutes)

- All Facilitators: Welcome to our small group! Introduce self. Ask participants to introduce selves with name, pronouns, where they work, and something else.
- Facilitators: During our time together we are going to discuss privileges we are born with and privileges we have earned. Provide examples. We will take five minutes for you to reflect on what privileges you were born with and privileges that you have earned. If virtual, have them turn off their cameras while they are reflecting and turn them back on when they are done.
- Facilitators: Welcome back. Now is the time to share and be open to exploring our privileges. We will probably have quite a few that overlap and that is okay. If someone

shares a privilege that you didn't write down, but it is one you have as well or it reminds you of another privilege, make a note of it. Let's take turns now to share privileges that we were born with.

- Facilitators: Now let's look at privileges we have earned. Again, if someone else's privilege prompts you to think of one for yourself, make a note.
- Facilitators: what stands out to you all? What connections are you making?
- Facilitators: take some time to reflect. What do these layers mean? How do the layers interact? What might we not be considering? Additional question prompts.
- Facilitators: tie things together. Thank participants for sharing.

Share Highlights (15 minutes)

- Host: Welcome back to the large group. Please mute yourself. Now we will take time to share some highlights. Group 1, group 2, group 3, group 4, group 5, group 6. Thank groups for sharing.
- Host: Libraries are always thinking about access and barriers to access. We wanted to take some time today to talk about access through the lens of privileges we assume patrons have.
- Host: In your small groups, to start the conversation about looking at access through the lens of privilege, we will start with the question of: What privileges do we assume patrons have to use our services? We will meet back here in 15 minutes.

Small group discussion about library access and assumed privileges (15 minutes)

- Facilitators: Let's get started talking about the question: What privileges do we assume patrons have to use our services?
- After seven minutes, pose the question: What privileges does the library give to patrons?

Share Highlights and Closing (15 minutes)

- Host: Welcome back to the large group. Please mute yourself. Now we will take time to share some highlights. Group 1....through group 6.
- Host: Some kind of summary based on what you hear throughout.
- Host: Thank everyone for being vulnerable and attending.