

## Positive Space Workshops at UBC Library

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UBC Library is participating in the Equity & Inclusion Office (EIO)'s Positive Space Campaign to make the Library more welcoming to LGBT2SQIA+ students, staff, faculty, alumni and allies in all our working, learning and living environments. The initiative aims to foster a welcoming atmosphere and inclusive, respectful dialogue on campus for people of all sexual orientations and gender identities by identifying spaces where sexual and gender diversity is supported and valued.

In Fall 2017, the Library's Diversity and Inclusion Team (DIT) formed a Positive Space Working Group with a library-wide callout for additional working group members. With the aim of building knowledge and capacity for LGBT2SQIA+ inclusion at the Library, the Working Group prepared and delivered foundational training workshops to UBC Vancouver Library employees. We developed a customized curriculum, including resource handouts and scenario exercises to practice respectful, inclusive workplace and customer service interactions. The scenarios were based on real-life interactions at the Library among library employees, patrons, and campus colleagues. The scenarios exercises prompted workshop participants to discuss how to intervene as active bystanders, and to shift from offering passive support to actively engaging.

We recruited volunteer facilitators from both the Working Group and a library-wide callout. Facilitators received training and support to deliver the workshops from EIO. We created a toolkit for the Library to continue the training as regular practice. The workshops were scheduled to avoid busy times at the Library, and were offered multiple times to give library employees options and to increase attendance.

The Library's leadership received positive space training, and supported all library employees to attend positive space training. In April and May 2018, we delivered four Positive Space training workshops to all library employees. In total, 41% of UBC Vancouver Library employees attended positive space workshops. Workshop evaluations demonstrated increased knowledge of sexual and gender diversity, as well as support for the program and its goals. In the implementation and delivery of positive space workshops at the Library, we strive to be inclusive of different employee groups (administrators, librarians, library assistants).

This paper/presentation will discuss the logistics and challenges of offering this training program in the first year (e.g., scope creep: receiving requests for more workshops than initially planned) as well as the strategies to sustain the program (e.g., attribution of leadership roles for future actions including a new Education Lead role on DIT, ongoing assessment of the program).