

## WHAT DO WE MEAN BY "STRUCTURAL: OPPRESSION? SOCIAL STRUCTURE, INDIVIDUAL AGENCY, AND APPROACHES TO EDI

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EDI in academic librarianship tends to focus on individual changes rather than questions of structure. But what do we mean by "structure" in EDI discussions. This paper will look at the concept of social structure, the relationship between structure and individual agency, and the way critical social scientists understand the causal relationship between structure and agency. In this way, the paper seeks to make vague references to structure - as in "structural oppression" - more precise, so that it can more effectively be brought to bear on the dominant perspectives and practices of EDI in Academic Librarianship. The paper will look specifically at the way social and power structures are reified in policies, procedures, best practices, and common sense to show how structures have a determining effect on Equity, Diversity, and Inclusion in libraries.