Webinar Description

Dissent and conflict are critical components of progress and are catalysts that move individuals, institutions, and communities toward systemic change. Author Cass Sunstein writes, "Behavior that is sensible, prudent, and courteous is likely to lead individuals and societies to blunder." Librarianship, on the whole, is prone to such behavior, choosing conformity over conflict, and inertia over action. Authentic dissent in librarianship can be a catalyst to facilitate positive change against systemic oppression in libraries, and in society at large.

After viewing this webinar, participants will:
- Understand the practical value of dissent to their organizations, communities, and profession
- Assess the dissent-friendliness of their organizations
- Practice reflective techniques to test the communal value of the dissent

Presented by: Margo Gustina and Eli Guinnee

What are your goals for viewing this webinar?

EXTERNAL TO THE ORGANIZATION GOALS:

PERSONAL
TEAM
ORGANIZATION

SHARED
How do you describe your personal mix of tolerance thresholds?

What is your Tolerance for Injustice?

What is your Tolerance for Social Discomfort?

Describe conditions that facilitate your own dissent:

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<th>CONDITIONS</th>
<th>WHAT DO YOU NOTICE ABOUT THE CONDITIONS LISTED?</th>
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Organizational Gatekeeping & Structural Dissent Blocking

Who is missing?

Public Knowledge

Needs, Aspirations, Skills, and Residnet

Outputs

All Start

Inputs

Internal Power Holders

Community Dialogue

Groups

Organized Community

Make and Communicate

How does your organization

Decisions?

Draw a box for blocks where
You desire an open gate
Draw a box over blocks where
how, or what is the cause
Label each blocks and gate with a who
pathway currently closed
pathway taken
Map your process
**Action Plan:** (include some simple next steps, along with who, when, etc.)

What thoughts or goals do you want to hold in your mind when you weigh the costs and rewards of dissent in the future?

How will your organization modify its structures and processes to allow for more productive dissent?