Technical & Management Practices to Enable Equity

Presenters: Laurie Taylor and Brian Keith
Outline

• Digital Library of the Caribbean (dLOC)
• Libraries and colonial operations
• dLOC operations:
  • Postcustodial, mutual aid, polycentrism, collaborative pluralism, slow archives
  • Organizational design
  • Technical development
Rights retention

Local collection development decision-making

Non-exploitative hosting of content

Decentralized digitization and metadata creation

Community development

Capacity development
Judith Rogers, former Director of the University of the Virgin Islands Libraries, and ACURIL
Early partner representatives: Archives Nationale d'Haïti; Caribbean Community Secretariat (CARICOM); National Library of Jamaica; La Fundación Global Democracia y Desarrollo (FUNGLODE); Universidad de Oriente, Venezuela; University of Puerto Rico; University of the Virgin Islands; Florida International University; University of Central Florida; and University of Florida
Community technical practices
   Appropriate technology
   Rule of least power
   Minimal computing
Colonialism
Dr. Margarita Vargas-Betancourt describes colonialism in archives, where empires used:

- recordkeeping for control
- classificatory systems to ensure the hegemony over others
- intellectual hegemonic power to collect/ remove cultural heritage
Shine Theory is a practice of mutual investment in each other.

What is Shine Theory?

Shine Theory is an investment, over the long term, in helping someone be their best self and relying on their help in return. It is a conscious decision to bring your full self into friendships, and to not let insecurity or envy consume them. Shine Theory is a commitment to asking, “Would we be better as collaborators than as competitors?” The answer is almost always yes.

People know you by the company you keep. Shine Theory is recognizing that true confidence is infectious, and if someone is touting you down or negating you as competition, it’s often because they are lacking in confidence or support themselves. It’s a practice of cultivating a space of genuine happiness and excitement when your friends are doing well, and being there for them when they aren’t.
Polycentrism

Collaborative pluralism

Mutual dependency
Theories of Motivation

Source: Khanka, S. S. (2005). Figure 17.2 Three Need Theories of Motivation. In Human resource management: Text and cases (p. 191). New Delhi: S Chand.
Modern Management Theory

Critical Concepts

• Perceived Organizational Support (POS)
• Justice
• Fairness
Modern Management Theory

Conditions for Highly Motivated Teams

1. Status
2. Certainty
3. Autonomy
4. Relatedness
5. Fairness
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www.dloc.com/AA00079114
References (Slide 1 of 3):

References (Slide 2 of 3):


References (Slide 3 of 3):

• Khanka, S. S. (2005). Figure 17.2 Three Need Theories of Motivation. In Human resource management: Text and cases (p. 191). New Delhi: S Chand.


