

by ACRL Residents 3 years ago

#critlib 1/27/2015 Residency Programs and Diversity in Librarianship

Moderated by @ACRL_RIG , Background Reading: <http://crl.acrl.org/content/58/6/528>



ACRL Residents

@ACRL_RIG

Few min to #critlib y'all! Tonight we will be talking about residencies and diversity in librarianship. More info at tinyurl.com/critlibx



3 YEARS AGO

Introductions



ACRL Residents

@ACRL_RIG

Intros! I'm Chris (@[chrisdaaz](#)), former residency librarian in #[scholcomm](#), current collections librarian in Chicago. #critlib Welcome!



3 YEARS AGO



Emily Drabinski

[edrabinski](#) @edrabinski

Hi #critlib I'm Emily in Brooklyn, in and out til the 6yo stays in bed.



3 YEARS AGO



Barnard Library

[barnlib](#) @barnlib

This is Jenna, tweeting for the Barnard Library. Pretty much only in this to hang out with @edrabinski #critlib



3 YEARS AGO



Gina Murrell

[GinaMurrell1](#) @GinaMurrell1

Greetings from Portland! I'm Gina, and I volunteer at Oregon Historical Society's Research Library and at KBOO-FM's music library. #critlib



3 YEARS AGO



Mohamed Berray

~~edBerray~~
MohamedBerray

Hi. I'm Mohamed, Resident Librarian, Penn State [#critlib](#)



3 YEARS AGO



Nik Dragovic

~~nikdragggg~~
nikdragggg

Hello! Nik here. May 2014 Pratt SILS grad, paraprofessional at NYU, college reference librarian, and 2015 Emerging Leader [#critlib](#)



3 YEARS AGO



Christine Vivian

~~christinevivian~~
christinevivian

Hello [#critlib](#) - I'm Christine, Instruction Design Librarian at Luther College in Iowa.



3 YEARS AGO



Annie Pho

@catladylib

Hi [#critlib](#). I'm Annie, academic librarian in Chicago and former resident librarian.



3 YEARS AGO



Jaime, a librarian

~~rowmyboat~~
rowmyboat

Jaime, librarian at large in Brooklyn. Prolly not paying much attention tonight because I'm reading an Atwood novel. [#critlib](#) [#sorrynotsorry](#)



3 YEARS AGO



Stephanie Sendaula

@sendaulas

[#critlib](#) Stephanie, @LibraryJournal, former librarian, mainly just hanging out since I don't know much about residency programs.



3 YEARS AGO



Barnard Library

barnlib @barnlib

Re: LT, not only to hang out with @edrabinski. [#critlib](#) is a great community!



3 YEARS AGO



Nicole Pagowsky

pumped@pumped
pumpedlibrarian

Hey #critlib, I'm a Research & Learning librarian at the University of Arizona



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

Howdy, #critlib -- I'm Kelly, outreach and instruction lib'n in Oregon, also gonna be #criticalpotato-ing tonight



3 YEARS AGO



Brian Rogers

typewriter@typewriter
typewriterball

Evening from Chattanooga, #critlib. Academic librarian here.



3 YEARS AGO



Megan Watson

meganj@atcog
meganjwatson

I'm Megan, Seattle instruction librarian (#GoSeahawks!), & am following #critlib while watching a very close tennis match #multitasking



3 YEARS AGO



Ian Beilin

@ibeilin

Hi #critlib! Ian, instruction librarian in not-so-snowy NYC



3 YEARS AGO



Gina Schlesselman-Ta

ginaschless@gin
ginaschless

Hi #critlib, ref/inst lib in SoCal. Commuting home now but will check in later



3 YEARS AGO



Barnard Library

barnlib@barnlib

@rowmyboat Can we talk about how I don't like Atwood's novels and think they're lazy? #critlib #critlit



3 YEARS AGO



Angela Pashia
@LibrarianAngie


Hi [#critlib](#), I'm Angela, an instruction librarian at a univ in GA

 3 YEARS AGO



ariana
aripants@aripants

howdy y'all. Ariana here, former resident librarian, current instruction librarian in Texas [#critlib](#)

 3 YEARS AGO



Ryan Randall
foureyeds@foureyedsoul

Hi [#critlib](#) I'm Ryan, MLS student at [@iulib](#)

 3 YEARS AGO



Jen LaBarbera
jenlabarbera@jenlabarbera

Hi [#critlib](#)! This is Jen in Boston, current [#ndsr](#) resident, coming atcha at the end of a long, arduous snow day of cat snuggles and tea.

 3 YEARS AGO



Kelly McElroy
kellymce@kellymce

Oh also -- I have not been a resident librarian, but I have worked with some awesome ones, both at my institutions and in PD work. [#critlib](#)

 3 YEARS AGO



ACRL Residents
@ACRL_RIG

Good showing so far! Keep the intro's coming. Gonna start with Q1 soon. [#critlib](#)

 3 YEARS AGO







James
jimmykingpin@jimmykingpin

Hit [#critlib](#), Ref/inst librarian with UW system, reporting to you live from a slow night at the reference desk.



 3 YEARS AGO



 **Jaime, a librarian**
rowmyboat
.[@barnlib](#) I like her sci-fi-ish dystopian ones, don't like the realistic ones. I'm reading MaddAddam at the moment. [#critlib](#) [#critlit](#)
 3 YEARS AGO



 **Lisa Hinchliffe**
lisalibrarian
[#critlib](#) Lisa, coord for info lit + strategic planning at UIUC Library. supervisor of many grad assistants, interns, etc. no residency prog
 3 YEARS AGO

 **AnnaClutterbuck-Cook**
feministlib
coming late to [#critlib](#) tonight; Ref. Lib [@MHS1791](#), newly-appointed Inclusion & Diversity Coord. [@NEarchivists](#). soaking up wisdom tonight.
 3 YEARS AGO

Q1: What does "diversity" mean in the context of libraries and librarianship?

 **ACRL Residents**
[@ACRL_RIG](#)
Q1. What does "diversity" mean in context of libraries and librarianship? [#critlib](#)
 3 YEARS AGO

 **Annie Pho**
[@catladylib](#)
A1 "diversity" in an institutional context usually means racial and ethnic diversity IMO. [#critlib](#)
 3 YEARS AGO

 **Stephanie Sendaula**
[@sendaulas](#)
[@catladylib](#) A1 - I wish it also meant those with disabilities since I rarely see librarians like me, other than on the Internetz. [#critlib](#)
 3 YEARS AGO



Brian Rogers

typewriterballwritersball

A1: From what I gather - an ideal to continue to aspire to. [#critlib](#)



3 YEARS AGO



James

jimmykingpinjimmykingpin

A1: Diversity is about inclusion of anyone who does not represent the majority. Race and ethnicity are decidedly biggest factors. [#critlib](#)



3 YEARS AGO



Ryan Randall

foureyedsoulfoureyedsoul

A1.1 Many things, but most important for [#critlib](#) might be racial, ethnic & class diversity of FT staff & admins, esp decision makers



3 YEARS AGO



Annie Pho

@catladylib

[@sendaulas](#) agreed. Increasing racial and ethnic diversity is v. important and it easier to "count" the numbers [#critlib](#)



3 YEARS AGO



Mohamed Berray

MohamedBerrayMohamedBerray

A1: I agree with [@catladylib](#), but diversity should be defined broadly to include diversity in collections, and service orientation [#critlib](#)



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

A1: Diversity is sometimes a way white people refer to the presence of non-white people. [#critlib](#)



3 YEARS AGO



Barnard Library

barnlib @barnlib

A1 Might also consider [#diversity](#) in all librarian positions, including admin. [#critlib](#) Primarily racial & ethnic, but others in context.



3 YEARS AGO



Nik Dragovic

nikdragovic @nikdragggg

Q1 Definitely racial / ethnic factors, but I've also heard this apply to backgrounds / skill sets. Both addressed in the article. [#critlib](#)



3 YEARS AGO



Angela Pashia

@LibrarianAngie

A1 Would like to see more diversity in terms of religion, socio-economic background, in + to those mentioned (ethnicity & ability) [#critlib](#)



3 YEARS AGO



Gina Murrell

GinaMurrell @GinaMurrell1

A1. Diversity in literature, going beyond standard texts/reading materials to reflect a range of perspectives/lives lived. [#critlib](#)



3 YEARS AGO



Emily Drabinski

edrabinski @edrabinski

A1 Diversity means intervening in white supremacist structures in hiring, collections, class& cataloging, distrib of power. [#critlib](#)



3 YEARS AGO



Kelly McElroy

kellymce @kellymce

A1: Better, tho' is the idea of inclusion, particularly of those who are or have historically been oppressed or excluded. [#critlib](#)



3 YEARS AGO



ACRL Residents

@ACRL_RIG

@MohamedBerray @catladylib definitely #critlib



3 YEARS AGO



Barnard Library

barnlib @barnlib

A1 People of all types of diversity, including class, need support, but don't want to disregard the impact of systemic racism. #critlib



3 YEARS AGO



Stephanie Sendaula

@sendaulas

@catladylib I completely agree. #critlib



3 YEARS AGO



Christine Vivian

christinevivian @christinemviv

A1: The term diversity seems to be used too often as a way for white people to pat themselves on the back. #critlib



3 YEARS AGO



Kelly McElroy

kellymce @kellymce

A1: But often it is a shorthand for not-white. Worst is when it is used as an adjective. Like, these are our "diverse" librarians. #critlib



3 YEARS AGO



Annie Pho

@catladylib

@sendaulas @kellymce As a new manager, I wish that I had more background training on that so I can create an inclusive workspace. #critlib



3 YEARS AGO



Ian Beilin
@ibeilin

@barnlib I worry sometimes that some ppl think diversity in 'staff' positions takes care of things - don't need to bother w libs. #critlib



3 YEARS AGO



Lisa Hinchliffe
lisalibrarian

@catladylib yes, racial and ethnic ... and sometimes gender. rarely (maybe never) more ... #critlib



3 YEARS AGO



Stephanie Sendaula
@sendaulas

@catladylib Sometimes I feel sad that it's just counting numbers for some libraries, though. #critlib



3 YEARS AGO



Nicole Pagowsky
pumpeduplibrarian

A1 others are saying gr8 things I won't duplicate, but there's also issue of visible vs invisible diversity, former easier to count #critlib



3 YEARS AGO



ACRL Residents
@ACRL_RIG

@GinaMurrell1 Yes! Goes to intellectual and academic freedom. #critlib



3 YEARS AGO



James
jimmykingpin

A1: If we look at diversity from a demographic standpoint in libraries ala.org/research/sites... this is a helpful report to consult. #critlib



3 YEARS AGO



Barnard Library

barnlib @barnlib

[@ibeilin](#) Agreed! Having all support staff of color and all white professionals is NOT a solution. [#critlib](#)



3 YEARS AGO



Kelly McElroy

kellymce @kellymce

[@pumpedlibrarian](#) also, like: what is in the census? sometimes getting data is a form of visibility. [#critlib](#)



3 YEARS AGO



Jen LaBarbera

jenlabarbera @jenlabarbera

A1. In theory, the "diversity" should mean an effort to inclusively reflect the diverse world around us. [#critlib](#)



3 YEARS AGO



Ian Beilin

@ibeilin

[@barnlib](#) The opposite of a solution, actually. [#critlib](#)



3 YEARS AGO



Lisa Hinchliffe

lisalibrarian @lisalibrarian

[@kellymce](#) [#cringe](#) every time. plus leads to burdening those individuals w responsibility for diversity e.g. representation on comms [#critlib](#)



3 YEARS AGO



Kelly McElroy

kellymce @kellymce

[@sendaulas](#) [@catladylib](#) Yeah -- the complexity (and intersectionality!) of identity is hard to count, in an authentic way. [#critlib](#)



3 YEARS AGO



ACRL Residents

@ACRL_RIG

@jimmykingpin ohh thanks!! #critlib



3 YEARS AGO



Emily Drabinski

edrabinski

A1 I get thinking broadly abt what diversity means, but think there's a specificity to anti-black racism the prof needs to address. #critlib



3 YEARS AGO



Jen LaBarbera

jenlabarbera

@kellymce Ugh. I will throw so. much. shade at the next person who refers to me as their "diverse" librarian/archivist. #critlib



3 YEARS AGO



Mohamed Berray

MohamedBerray

@jenlabarbera The question then becomes, what makes up the diverse world we live in? #critlib



3 YEARS AGO



Stephanie Sendaula

@sendaulas

@elizabethskene @catladylib @kellymce The fact that you want to be more inclusive is a plus! We're just scared of being ostracized. #critlib



3 YEARS AGO





Ian Beilin



@ibeilin

@edrabinski I agree - and a history within the profession that needs to be looked at more carefully. #critlib




3 YEARS AGO



 **Kelly McElroy**
kellymce@kellymce
[@lisalibrarian](#) yeah -- "diversity is the work of the diverse, right?" [#critlib](#)
 3 YEARS AGO



 **Kelly McElroy**
kellymce@kellymce
[@catladylib](#) [@sendaulas](#) oh man, that in itself would be an excellent [#critlib](#) topic
 3 YEARS AGO

 **ariana**
aripants@aripants
[@jenlabarbera](#) agree. aiming to include many perspectives from ppl of all backgrounds. which often gets simplified to colors/numbers [#critlib](#)
 3 YEARS AGO

 **Stephanie Sendaula**
[@sendaulas](#)
[@kellymce](#) [@lisalibrarian](#) Ugh, that bothers me too. [#critlib](#)
 3 YEARS AGO

Q2: What are some barriers preventing librarianship from becoming more inclusive and diverse?

 **ACRL Residents**
[@ACRL_RIG](#)
Q2 What are some barriers preventing librarianship from becoming more inclusive and diverse?
[#critlib](#)
 3 YEARS AGO

 **Barnard Library**
barnlib @barnlib
A2: the self-replicating old librarians' club replicating its white self, unconsciously supporting & approving ideas like its own. [#critlib](#)
 3 YEARS AGO



Angela Pashia
@LibrarianAngie

A2 Guessing lack of support, shortage of allies calling people out for microaggressions [#critlib](#)

3 YEARS AGO



Annie Pho
@catladylib

A2 The same barriers that create issues with student retention in underrepresented groups in higher ed. [#critlib](#)

3 YEARS AGO



Mohamed Berray
MohamedBerray

Here at Penn State, civility is a major programmatic area of the diversity committee. We tackle things like class differences, etc [#critlib](#)

3 YEARS AGO



Kelly McElroy
kellymce@kellymce

[@feministlib](#) [@MHS1791](#) [@NEarchivists](#) ooh, I'd love to hear more about what that means! [#critlib](#)

3 YEARS AGO



Annie Pho
@catladylib

A2 Most LIS diversity initiatives historically have focused on creating a pipelines for POC into lib schools. [#critlib](#)

3 YEARS AGO



James Howe
plutoHimself

A2 Class & gender stereotypes. I feel like a lot of my cohort are white, middle-class women, which is very culturally "librarian" [#critlib](#)

3 YEARS AGO



Paula J
@librarypj

Re Q2: One of the biggest issues has to be the cost of the master's degree. [#critlib](#)

3 YEARS AGO



Ryan Randall
foureyedfoureyedsoul

A2 Barriers: Profession's general belief in inherent "neutrality of library" & "meritocracy." We need more reflection & praxis. [#critlib](#)

3 YEARS AGO



Jen LaBarbera
jenlabarbera

[@aripants](#) Right. AND colors & numbers matter, too, right? I know I still count the other non-white faces when I walk into a mtg. [#critlib](#)

3 YEARS AGO



Annie Pho
@catladylib

A2 but we need to see people like ourselves in the library to show that it even is a possibility. [#critlib](#)

3 YEARS AGO



Stephanie Sendaula
@sendaulas

[@ibeilin](#) [@barnlib](#) I see this far too often at my local libraries. [#critlib](#)

3 YEARS AGO



Tina Griffin
@tmcgriffin

Q2. Having been on a search committee recently, the need to have ppl with exp rather than be able to train on the job. [#critlib](#)

3 YEARS AGO



Kelly McElroy

kellymce@kellymce

@MohamedBerray So interesting -- how do y'all define "civility"? #critlib



3 YEARS AGO



ACRL Residents

@ACRL_RIG

@MohamedBerray Oh, very cool. Would like to hear more about this. #critlib



3 YEARS AGO



Elizabeth Skene

elizabeth@elizabethskene

Q2 Being competitive often requires volunteer work - the ability to work w/o pay privileges financially abled, not the skilled. #critlib



3 YEARS AGO



Jaime, a librarian

rowmyboat@rowmyboat

A2 The cost of grad school. Especially paired with historical generational poverty resulting from white supremacy. #critlib



3 YEARS AGO



Nik Dragovic

nikdraggg@nikdragggg

A2 Becoming a librarian is expensive. Educational requirements exclude those with fewer resources while protecting the profession #critlib



3 YEARS AGO



Gina Murrell

GinaMurrell1@GinaMurrell1

A2 From an economic perspective, cost. Even an "affordable" library school is expensive, limiting who can get an MLIS/MLS. #critlib



3 YEARS AGO



Ian Beilin
@ibeilin

A2 I have to say as a relatively new librarian, I've been kinda shocked at the flat out racism I've encountered in the profession. [#critlib](#)



3 YEARS AGO



Lisa Hinchliffe
lisalibrarian

[@MohamedBerray](#) I ponder tho - "civility" can be used as frame to suppress voices of difference, esp speaking against oppression? [#critlib](#)



3 YEARS AGO



Barnard Library
barnlib @barnlib

Important: I am not dissing "old" librarians, just riffing on "old boys' club." I am a rapidly aging GenXer! [#critlib](#) [@ibeilin](#)



3 YEARS AGO



Megan Watson
meganjwatson

[@barnlib](#) Yep, and it runs deep. Am on a hiring committee now & the undertow of implicit bias is constant [#critlib](#)



3 YEARS AGO



James Howe
plutohimself

[@ibeilin](#) [@barnlib](#) I feel this way w/r/t LGBT spaces - libraries are often safe spaces by default so people just assume they will be [#critlib](#)



3 YEARS AGO



Stephanie Sendaula
@sendaulas

[@barnlib](#) *slow clap* [#critlib](#)



3 YEARS AGO



Emily Drabinski

edrabinski@edrabinski

A2 Part of trouble is admitting a) there's a problem b) people in power can fix it &c) this means changing how we do things. #critlib



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

@tmcgriffin Interesting. Do you think that's an actual need, or something that could be changed? #critlib



3 YEARS AGO



Ian Beilin

@ibeilin

I should have said "witnessed" rather than "encountered" #critlib



3 YEARS AGO



Jaime, a librarian

rowmyboat@rowmyboat

.@tmcgriffin Ugh, yes, this. Which is a new thing in this neoliberal hellscape of an economy. #critlib



3 YEARS AGO



Emily Drabinski

edrabinski@edrabinski

A2 what @barnlib said. #critlib



3 YEARS AGO



James Howe

plutoHimself@plutoHimself

@librarypj Definitely! Already a barrier to entry with a necessary undergrad degree. Degree is masters PLUS undergrad #critlib



3 YEARS AGO



Nicole Pagowsky

pumped@pumpedlibrarian

.@plutoHimself ya def, our glacial stereotypes have cre8d a culture that isn't so appealing to those who don't fit 'expectation' #critlib



3 YEARS AGO



Christine Vivian

christine@wvstinemviv

A2 The cost of the education is definitely a factor, but so is the whiteness of the schools and the profession #critlib



3 YEARS AGO



Paula J

@librarypj

@elizabethskene A lot of people suggest unpaid volunteering as a way to get experience. #critlib



3 YEARS AGO



Nicole Pagowsky

pumped@pumpedlibrarian

@rowmyboat @tmcgriffin agreed! I will say tho in our last round of hiring, we were more interested in fit & interests than exper #critlib



3 YEARS AGO



Stephanie Sendaula

@sendaulas

@kellymce @MohamedBerray Same question, how do you define? And how do you measure? #critlib



3 YEARS AGO



ACRL Residents

@ACRL_RIG

A2. "second masters degree" #critlib




3 YEARS AGO



Tina Griffin
@tmcgriffin


@kellymce at this point taken case by case. the SC needs to have a clear understanding of what is not negotiable vs what is. #critlib

 3 YEARS AGO



Gina Murrell
GinaMurrell1

A2.2 Also for many, if they don't see librarians who look like them, then they can't see themselves as ever being librarians. #critlib

 3 YEARS AGO



Jacob Berg
@jacobsberg

#critlib is so real right now. <3

 3 YEARS AGO



Jen LaBarbera
jenlabarbera

A2 There are abt a million. But one is this hard to describe structural white supremacy that the lib unconsciously reproduces. #critlib

 3 YEARS AGO



Ian Beilin
@ibeilin

@nikdragggg Isn't a related issue the relatively low salaries of librarians? #critlib

 3 YEARS AGO



Stephanie Sendaula
@sendaulas

@ibeilin Still very sad. #critlib

 3 YEARS AGO



Kelly McElroy

kellymce@kellymce

@sendaulas @MohamedBerray and I guess my real question is -- how do you keep it from being derailed from racial/class inequality? #critlib



3 YEARS AGO



James

jimmykingpin@jimmykingpin

A2: barriers for academic librarianship: bachelor degree, library degree, and a subject speciality masters #critlib #3degreeclub



3 YEARS AGO



Angela Pashia

@LibrarianAngie

A2 Also, intersection of race and class, + degree cost + expected salary. Is it attractive to those from lower soc-econ background? #critlib



3 YEARS AGO



Nik Dragovic

nikdragovic@nikdragggg

@christinemviv Do you see opportunities to directly or indirectly address diversity and inclusion in LIS curriculum? #critlib



3 YEARS AGO



Jen LaBarbera

jenlabarbera@jenlabarbera

Q2 Like, the negative reactions to pointing out when I'm the only brown face, bringing up #ferguson as a thing in the world, etc. #critlib



3 YEARS AGO



Tina Griffin

@tmcgriffin

@rowmyboat the economy and profession outlook is definitely playing into this #critlib



3 YEARS AGO



Nicole Pagowsky

pumpedlibrarian

@MakeItHappenDay @barnlib that's a big Q we might need a whole chat for, this might be discussed a bit in the next question #critlib



3 YEARS AGO



James Howe

plutoHimself

@pumpedlibrarian this ties into the intersectional issue of "people like me" that others have mentioned. #critlib



3 YEARS AGO



Angela Pashia

@LibrarianAngie

@barnlib @librarypj @elizabethskene I hate that. Discourage as much as possible! #critlib



3 YEARS AGO



Kelly McElroy

kellymce

@ibeilin @nikdragggg Yeah -- becoming a librarian is a risky investment, in many ways. #critlib



3 YEARS AGO



Nik Dragovic

nikdragggg

@ibeilin I definitely think so. Two historical factors presenting real structural challenges for the profession and its evolution. #critlib



3 YEARS AGO



S. Williams

Wribrarian

Great #critlib tweets tonight to lead into #ALISE2015 -- follow the hashtag.



3 YEARS AGO



ariana

aripants@aripants

re: inclusivity. lack of understanding of what "diversity" means, plus entrenched attitudes of who we might call "old-timers" [#critlib](#)



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

[@tmcgriffin](#) The way hiring happens in big institutions can limit -- if you have a checklist of qualifications, less wiggle room. [#critlib](#)



3 YEARS AGO



Paula J

@librarypj

[@ibeilin](#) [@nikdragggg](#) Many ppl from underrep backgrounds also bound by economic conditions. Why pay so much money for a low pay job? [#critlib](#)



3 YEARS AGO



Ian Beilin

@ibeilin

[@kellymce](#) [@tmcgriffin](#) Plus there's that 'old-librarian-boy' network thing [#critlib](#)



3 YEARS AGO



Nik Dragovic

nikdraggg@nikdragggg

[@kellymce](#) Unfortunately, I think some LIS programs also don't do enough to make their grads marketable and successful. [#critlib](#)



3 YEARS AGO



Christine Vivian

christine@christinemviv

[@nikdragggg](#) I have to believe we can find a way! We have to demonstrate that diversity is more than an "initiative." [#critlib](#)



3 YEARS AGO



Barnard Library

barnlib @barnlib

A2ish: Hire, support & mentor student workers of color in the library. White librarians question/fight natural biases. #critlib



3 YEARS AGO



Lisa Hinchliffe

lisalibrarian @lisalibrarian

@tmcgriffin I think job ads place too much emp on "jobs you had before" rather than "skills/abilities necessary for this job" ... #critlib



3 YEARS AGO



Tina Griffin

@tmcgriffin

@kellymce Yes, but it still bias toward the norm which is not diverse. #critlib



3 YEARS AGO



Kelly McElroy

kellymce @kellymce

A2: The myth about librarianship as a vocation also contributes. If it is a hostile profession AND you're supposed to love it?? #critlib



3 YEARS AGO



Emily Drabinski

edrabinski @edrabinski

I feel like all hiring committees need anti-oppression training, or something. #critlib



3 YEARS AGO



Nik Dragovic

nikdragovic @nikdragggg

@christinemviv It's an interest of mine. Heading to #ALISE2015 tomorrow and hope to engage on this topic. #critlib



3 YEARS AGO



Ian Beilin
@ibeilin

@edrabski *and* something. #critlib

 3 YEARS AGO



Jen LaBarbera
jenlabarbera


@Wribrarian i'm SO interested to see how #alise2015 does this. LIS programs talking abt social justice!? it's like a fantasy. #critlib

 3 YEARS AGO



Angela Pashia
@LibrarianAngie

@catladylib That has come up a lot in campus discussions that came out of #Ferguson protests, faculty experiences here. #critlib

 3 YEARS AGO



James Howe
plutoHimself

@catladylib good lord I hope this isn't based on a true story (afraid it might be)... #critlib

 3 YEARS AGO



tara robertson
tararobertson

this post about diversity and liberalism on @ModelViewMedia is awesome
modelviewculture.com/pieces/how-to-... #critlib

 3 YEARS AGO

Q3: What are some challenges in diversity recruitment? How can we avoid stigmatization?



ACRL Residents
@ACRL_RIG

Q3 What are some challenges in diversity recruitment? How can we avoid stigmatization of "diversity residents"? #critlib

 3 YEARS AGO



Annie Pho

@catladylib

Q3 well for crying out loud, don't call your resident a librarian an intern and treat them w/respect like any other colleague. #critlib



3 YEARS AGO



Lisa Hinchliffe

lisa@bradford.ac.uk
librarian

@catladylib while we're at it tho - let's treat interns etc. w respect too! #critlib



3 YEARS AGO



ACRL Residents

@ACRL_RIG

@catladylib ugh, thank you. #critlib



3 YEARS AGO



Nicole Pagowsky

pumped@bradford.ac.uk
librarian

Q3 Get away from idea that diversity res just there to do some diversity stuff then move on, include in internal decision making #critlib



3 YEARS AGO



ACRL Residents

@ACRL_RIG

A3 "oh, you're job is a diversity thing, right?" #critlib



3 YEARS AGO



Stephanie Sendaula

@sendaulas

@ACRL_RIG I hope someone didn't actually say that but they probably did... #critlib



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

@tmcgriffin Right, that's what I'm saying. #critlib



3 YEARS AGO



Christine Vivian

christine@christinemviv

@nikdragggg I hope you enjoy #ALISE2015 and find some people who are interested in this as well. It's so important! #critlib



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

@nikdragggg Only *some*? #burn #critlib



3 YEARS AGO



Emily Drabinski

edrabinski@edrabinski

I've just been in so many hiring committees and we always always always get it wrong. Colorblind arg is strong in those contexts. #critlib



3 YEARS AGO



Annie Pho

@catladylib

@plutoHimself it honestly happens more than you think. And yes, it happened to me! #critlib



3 YEARS AGO



Nik Dragovic

nikdragggg@nikdragggg

@christinemviv Maybe a colloquium model could address diversity in the field and prof dev. Current coursework is decentralized. #critlib



3 YEARS AGO



Annie Pho

@catladylib

@lisalibrarian right? And pay them! #critlib



3 YEARS AGO



Nicole Pagowsky

pumped@pumpedlibrarian

@tararobertson @ModelViewMedia that post is top notch! #critlib



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

@edrabinski we have more and more required trained Search Advocates on SCs -- it's no anti-oppression training, but it is a start #critlib



3 YEARS AGO



Paula J

@librarypj

A3: Promote/create fellowships opportunities for part-time MLIS students/full-time paraprofessionals/LAs where they are working ... #critlib



3 YEARS AGO



Barnard Library

barnlib @barnlib

A3: I don't think deprofessionalizing librarianship (killing the MLS & add'l masters in some cases) is the answer. Find other ways. #critlib



3 YEARS AGO



Nik Dragovic

nikdragovic@nikdragggg

@kellymce lol. #verycritlib #critlib



3 YEARS AGO



ACRL Residents

@ACRL_RIG

@tararobertson @ModelViewMedia thanks for this, gonna check it out! #critlib



3 YEARS AGO



Christine Vivian

christine@christinemviv

@ACRL_RIG GAH!!! So A3: Too many people say things like that, and it needs to stop. Ages ago. #critlib



3 YEARS AGO



Annie Pho

@catladylib

Ugh sorry #critlib for all my typos. I cut my thumb last night and I can't type very well!



3 YEARS AGO



Lisa Hinchliffe

lisa@lisa.hinchliffe

@catladylib I'm torn about this. At times Im approached by someone who wants intern-b/c not programmatic for me - no way to get \$ #critlib



3 YEARS AGO



Mohamed Berray

mohamed.berray

A3 That's a consequence of more emphases on the race/ethnicity of residents and less about their abilities #critlib



3 YEARS AGO



Lisa Hinchliffe

lisa@lisa.hinchliffe

@catladylib But, I can give my time to supervise even if out of programmatic scope. So, I say yes bc approached by person. #critlib



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

A3: Recruit and mentor people BEFORE they get their MLIS. Like, young people. #critlib



3 YEARS AGO



Nik Dragovic

nikdragovic@nikdragovic

@catladylib That was an eye opener in the article. Hopefully this has diminished since '97. #critlib



3 YEARS AGO



Jaime, a librarian

rowmyboat

A3 Library schools: lower tuition, come up with some fucking funding, and recruit those students who might not come on their own. [#critlib](#)



3 YEARS AGO



James Howe

plutoHimself

Q3 Encourage diversity of representation in media esp of [#librarians](#). The eponymous show - 1 Asian, everyone else is white. [#critlib](#)



3 YEARS AGO



Stephanie Sendaula

@sendaulas

[@edrabinski](#) Yikes. This is interesting (er, sad) since I've never been on a hiring committee. [#critlib](#)



3 YEARS AGO



Tina Griffin

@tmcgriffin

Q3. Residency is still training. Have a goal for residency skills beyond the residency. Have a marketable outcome for them. [#critlib](#)



3 YEARS AGO



Annie Pho

@catladylib

[@lisalibrarian](#) yeah, it's very hard to get the funding and students need to get experience. I was totally willing to work for free. [#critlib](#)



3 YEARS AGO



Ryan Randall

foureyedsoul

A3 What if diversity were articulated as core library value rather than just local initiative? Thinking "Racism w/o Racists" here... [#critlib](#)



3 YEARS AGO



James Howe

plutoHimself

@librarypj especially when working on/submitting budget feedback! #critlib



3 YEARS AGO



Megan Watson

meganjwatson

@barnlib I'm torn here. I hear so often from staff colleagues that the MLS="professional" thing makes them feel undervalued (1/2) #critlib



3 YEARS AGO



ariana

aripants

Q3 the stigma itself is part of the challenge in recruitment. possibility of being labelled as the "diversity hire" or an intern #critlib



3 YEARS AGO



Barnard Library

barnlib @barnlib

@MakeItHappenDay Sometimes it's about knowing when to step back and let/support someone else. Really hard to do. #critlib @pumpedlibrarian



3 YEARS AGO



Nik Dragovic

nikdragovic

@pumpedlibrarian The concept of the 1-2 year "tryout" for a permanent position was also interesting. #critlib



3 YEARS AGO



Kelly McElroy

kellymce

A3: Really, white (and abled and cis- and....) librarians, if we make librarianship hostile, it is our problem to fix. #critlib



3 YEARS AGO



Angela Pashia
@LibrarianAngie


@lisalibrarian @catladylib Can they get course credit if still in school? That's a form of compensation for interning. #critlib

 3 YEARS AGO



Christine Vivian
christine@wvstinemviv

@nikdragggg True, but I think so much coursework also represents only white, middle-class culture, and that's a problem. #critlib

 3 YEARS AGO



Nicole Pagowsky
pumped@pumpkinlibrarian

A3 if POC can't even get respect as full profs (see many blogs of late), why would want to doubly go to professn not respected much #critlib

 3 YEARS AGO



Annie Pho
@catladylib

A3 Also, don't assume Residency/Fellowships= you're hired because you're brown. Some really talented ppl are in these programs. #critlib

 3 YEARS AGO



Paula J
@librarypj

A3: Keep fighting for funds from university to maintain professional development to increase skills of staff and/or hire interns. #critlib

 3 YEARS AGO



Ian Beilin
@ibeilin

A3: conference organizers also need to be sure to use their power in this regard. #critlib

 3 YEARS AGO



Nicole Pagowsky

pumped@pumpedlibrarian

@nikdragggg yeah that is a bit irksome... it seems like not a full commitment to diversity?
#critlib



3 YEARS AGO



Jaime, a librarian

rowmyboat@twmyboat

A3 Heeeey maybe library schools should hire a more diverse set of profs, too. #critlib



3 YEARS AGO



Christine Vivian

christine@livistinemviv

@nikdragggg The coursework needs to step outside of that "traditional" librarian world-view and offer alternatives. #critlib



3 YEARS AGO



Lisa Hinchliffe

lisalibrarian@lisalibrarian

@LibrarianAngie @catladylib If they want. Separate Q. May not want to spend \$ for tuition if dont need credits. #critlib



3 YEARS AGO



Brian Rogers

typewriter@typewriterball

Basically decided I am unable to contribute, so just going to listen. #critlib



3 YEARS AGO



Megan Watson

meganj@catsonjwatson

@barnlib & as such, they feel this prof isn't here for them. And here we are alienating a statistically more diverse pool (2/2) #critlib



3 YEARS AGO



Barnard Library

barnlib @barnlib

@meganjwatson The MLS needs to be better, more rigorous in terms of theory & practice, something to be proud of. #critlib



3 YEARS AGO



Emily Drabinski

edrabinski @edrabinski

Highly recommend Pushing Back From the Table by @LibraryNicole
ojs.siue.edu/ojs/index.php/... #critlib



3 YEARS AGO



Mohamed Berray

Mohamed Berray @MohamedBerray

@catladylib that's the point. #critlib



3 YEARS AGO



Kelly McElroy

kellymce @kellymce

@foureyedsoul I'm interested in where diversity -- meaningful, change-making diversity -- might fit in a strategic plan. #critlib



3 YEARS AGO



Lisa Hinchliffe

lisaibra @lisaibra

@catladylib Totally agree. I spend lot of time getting small grants, allocations, etc. so can pay - but thats when is programmati. #critlib



3 YEARS AGO





Elizabeth Skene



elizabethskene @elizabethskene



@catladylib I saw your post about imposter syndrome today - wonder if/how much feeling tokenized contributes to this. #critlib




3 YEARS AGO

 **James Howe**
plutoHimself
@plutoHimself
[@foureyedsoul](#) that "library neutral" principle that rears its ugly head again. Need to question "default" thinking as well as 1/2 [#critlib](#)
 3 YEARS AGO



 **James Howe**
plutoHimself
@plutoHimself
[@foureyedsoul](#) 2/2 differentiating between neutrality in practice & neutrality in administration. [#critlib](#)
 3 YEARS AGO

 **Stephanie Sendaula**
@sendaulas
[@foureyedsoul](#) Yep, as opposed to a checkbox for some libraries. [#critlib](#)
 3 YEARS AGO

 **Kelly McElroy**
kellymce@kellymce
A3 White librarians, re: the colorblind argument, we need to admit that race exists and that even librarian lives affected by it. [#critlib](#)
 3 YEARS AGO

Q4: How does a library residency/fellowship fit in the hierarchy of librarianship? Is this conducive to a diverse and inclusive workforce?

 **ACRL Residents**
@ACRL_RIG
Q4 How does a residency/fellowship fit in the hierarchy of librarianship? Is this conducive to a diverse and inclusive workforce? [#critlib](#)
 3 YEARS AGO

 **Nik Dragovic**
nikdragggg@nikdragggg
A4 Hiring diverse candidates to these "prestigious" "fast track" (true?) positions seems like a good career boost. [#critlib](#)
 3 YEARS AGO



Megan Watson

meganjwatson

@barnlib Agreed. In this case it's more ppl-w/an-MLS giving librarianship a bad rap, & why go get one if this is what we're like? #critlib



3 YEARS AGO



ACRL Residents

@ACRL_RIG

aside: so many good reading recommendations coming from tonight's #critlib !!



3 YEARS AGO



Jen LaBarbera

jenlabarbera

@elizabethskene @catladylib oohh. this is a great question. i'd say a lot? i know it played a big role for me. #critlib



3 YEARS AGO



Nicole Pagowsky

pumpedlibrarian

Omg this is great, "White Middle Class Costume" on library job interviews & dress -- via @MagpieLibrarian u.osu.edu/galvan.22/2014... #critlib



3 YEARS AGO



Megan Watson

meganjwatson

@barnlib gets back to @catladylib's of treating all colleagues as worthy contributors & welcoming them into community of practice #critlib



3 YEARS AGO



James

jimmykingpin

A4: The majority of job postings I have ever seen for residencies/fellowships are marketed to people fresh out of library school. #critlib



3 YEARS AGO



Ryan Randall

foureyed soul

@kellymce Seems very odd that even tho diversity is a _written_ ALA core value it's still clearly a problem in practice. #critlib



3 YEARS AGO



James Howe

plutoHimself

@ibeilin make a point of inviting diverse speakers even on topics other than diversity. Emphasize unique viewpoint presented. #critlib



3 YEARS AGO



Nik Dragovic

nikdragggg

@christinemviv True! Project work that highlights diverse cultural heritage institutions helps, I think! #critlib



3 YEARS AGO



James Howe

plutoHimself

@ibeilin Even if not as well known or published value can be found beyond longevity or citations #critlib



3 YEARS AGO



James

jimmykingpin

A4: with as few opportunities as there are for new librarians, these are at least "better than nothing" for some. #critlib



3 YEARS AGO



Annie Pho

@catladylib

@pumpedlibrarian @elizabethskene I feel too uncool to share. Will do at the end of #critlib for #critpitch



3 YEARS AGO



Ryan Randall

foureyedfour
foureyed soul

@kellymce Guess I mean "articulated" more as "put into practice" (physical movement) rather than idealistic, (empty?) rhetoric. #critlib



3 YEARS AGO



Barnard Library

barnlib @barnlib

@meganjwatson @catladylib Agreed! Do librarians know the names of all the public safety staff? Talk to support staff regularly? #critlib



3 YEARS AGO



Kelly McElroy

kellymce
@kellymce

A4: On top of the often awkward and misguided language of diversity in job descs, residencies are precarious, temporary labor. #critlib



3 YEARS AGO



James Howe

plutoHimself
@plutoHimself

This #critlib has me considering #diversity in #librarianship in ways other than just practice. Administration is so tricky! #mlis



3 YEARS AGO



Jen LaBarbera

jenlabarbera
@jenlabarbera

@catladylib @elizabethskene more like i think my impostor syndrome was increased approx tenfold bc i'm also the token brown/queer. #critlib



3 YEARS AGO



Gina Murrell

GinaMurrell1
@GinaMurrell1

A4 I think diversity resident programs like the one at the Univ of Utah is a step in the right direction. utah.peopleadmin.com/postings/37781 #critlib



3 YEARS AGO



Nicole Pagowsky

pumped@pumped
@pumpedlibrarian

.@MagpieLibrarian totally, not having the privilege of being invisible #critlib



3 YEARS AGO



Stephanie Sendaula

@sendaulas

@edrabski @LibraryNicole Thanks for sharing that. #critlib



3 YEARS AGO



Kelly McElroy

kellymce@kellymce
@kellymce

@foureyedsoul I'm sure it isn't the only ALA value that has that problem. That's the nature of bureaucracies, eh? #critlib



3 YEARS AGO



ariana

aripants@aripants
@aripants

Q4 can be seen diff ways...organizationally, differs bw programs. the whole profession? don't know...how do non-residents see this? #critlib



3 YEARS AGO



Ryan Randall

foureyedsoul@foureyedsoul
@foureyedsoul

@sendaulas I abhor the Pokemon, "gotta catch 'em all" trivializing of diversity, which empties experience out into boxes on forms #critlib



3 YEARS AGO



James Howe

plutoHimself@plutoHimself
@plutoHimself

@nikdragggg @christinemviv I think this is important for librarians who work both in #digitalhumanities & "traditional" #STEM #critlib



3 YEARS AGO



Paula J
@librarypj

[@kellymce](#) A4: one issue about residencies is the fear that you might not be treated as an equal, part. as a "diversity" hire. [#critlib](#)



3 YEARS AGO



Kelly McElroy
kellymce@kellymce

[@GinaMurrell1](#) what do you like about that one in particular? [#critlib](#)



3 YEARS AGO



Mohamed Berray
MohamedBerray

[@kellymce](#) Some really good residents have been retained where there is funding and vacancy [#critlib](#)



3 YEARS AGO



Annie Pho
@catladylib

[@jenlabarbera](#) [@elizabethskene](#) right, and internalizing microaggressions yr entire life isn't going to help w/that either. [#critlib](#)



3 YEARS AGO



Megan Watson
meganjwatson

[@barnlib](#) [@catladylib](#) to start combating this at MPOW, we're planning a potluck w/our facilities staff. Can't wait! :) [#critlib](#)



3 YEARS AGO



Christine Vivian
christinevivian

A4: Don't diversity residencies ask people to choose a short-term opportunity over a chance at a more permanent position? [#critlib](#)



3 YEARS AGO



James Howe

plutoHippo@plutoHippo

@MagpieLibrarian @pumpedlibrarian I'm constantly paranoid of seeming too "gay" in dress or mannerism, especially on interviews. #critlib



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

@barnlib @meganjwatson @catladylib yes, so important. The AUL who I first worked for knew the names of everyone in the whole bldg. #critlib



3 YEARS AGO



ariana

aripants@aripants

@aripants if thats unclear, i mean residents in individual org structures vs the overall "hierarchy of librarianship" (or whatever) #critlib



3 YEARS AGO



Annie Pho

@catladylib

@kellymce @barnlib @meganjwatson if you can remember everyone's name, you will be the best boss. #critlib



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

@foureyedsoul Yeah -- I think the reactions to the BCALA statement about the conf in FL demonstrate some of that tension. #critlib



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

@catladylib @barnlib @meganjwatson She totally, totally was. She set the bar for me -- and set a really good example. #critlib



3 YEARS AGO



Stephanie Sendaula

@sendaulas

@christinemviv That's what I didn't apply to any. And I didn't want to be jobhunting again in a year. #critlib



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

@MohamedBerray Right -- and if they want to stay, that is a good sign! #critlib



3 YEARS AGO



Lisa Hinchliffe

lisalibra@lisalibra

@barnlib @meganjwatson @catladylib I'm sure I could do better but ... yes, I do. Our lib has 500 employees in 26 campus buildings. #critlib



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

@librarypj Yes -- the way it is seen in the larger institution is so important. #critlib



3 YEARS AGO



Annie Pho

@catladylib

@christinemviv I would say, that is the only downside w/residencies. They're all short-term. #critlib



3 YEARS AGO



Christine Vivian

christine@christinemviv

@sendaulas Yes! I think that's a common reaction to them. Who would want to look again a year later? That's hard!! #critlib



3 YEARS AGO



Stephanie Sendaula

@sendaulas

@meganjwatson @barnlib @catladylib I love this idea. #critlib



3 YEARS AGO



Gina Murrell

GinaMurrell1

@kellymce It appears to actively encourage professional growth for new librarians from underrepresented backgrounds. Also... #critlib



3 YEARS AGO



Nicole Pagowsky

pumpeduplibrarian

@kellymce @foureyedsoul there are probably good intentions there, but road, paved w good intentions, leading to nowhere etc #critlib



3 YEARS AGO



Nik Dragovic

nikdragggg

A4 Also find "hierarchy of librarianship" interesting. Such a rigid structure; hopefully committees can improve communication. #critlib



3 YEARS AGO

Q5: What is needed to diversify librarianship? How might residencies play a role?



ACRL Residents

@ACRL_RIG

Q5 What is needed to diversify librarianship? What might actually work? How might residencies play a role? #critlib



3 YEARS AGO



Tina Griffin

@tmcgriffin

Q5. community outreach and programs starting young. Like high school. #critlib



3 YEARS AGO



Mohamed Berray

~~Mohamed Berray~~
Mohamed Berray

A5: Align residency appointments with institutional needs. This makes residents relevant.

[#critlib](#)



3 YEARS AGO



Kelly McElroy

~~kellymce~~
kellymce

Riffing on [@librarypj](#) -- what if res. was marketed more like fancy fellowships? Perception from other staff can shape experience. [#critlib](#)



3 YEARS AGO



Paula J

~~@librarypj~~
@librarypj

A5: Hard to say the definitive. Seems to vary by institution and even supervisor. Do residencies need rules? [#critlib](#)



3 YEARS AGO



James Howe

~~plutoHimself~~
plutoHimself

[@tmcgriffin](#) Most people don't even realize how to be a librarian! Librarian career day! just reading? but compsci too! [#critlib](#)



3 YEARS AGO



Christine Vivian

~~christinevivian~~
christinevivian

[@catladylib](#) Yes, I wonder if that doesn't lead to some of the other problems mentioned here tonight. [#critlib](#)



3 YEARS AGO



Nicole Pagowsky

~~pumpeduplibrarian~~
pumpeduplibrarian

[@kellymce](#) [@librarypj](#) love this! [#critlib](#)



3 YEARS AGO



Megan Watson

meganjwatson

@lisalibrarian @barnlib @catladylib wowzers. yeah, a little easier to make this happen on my wee campus! #critlib



3 YEARS AGO



Gina Murrell

GinaMurrell1

@kellymce Also, the assigned projects focusing on tech, teaching, reference, design & collaboration skills look highly impressive. #critlib



3 YEARS AGO



Elizabeth Skene

elizabethskene

Q5 Honestly, until ppl with real power make noise, good intentions and mentoring fall short - need to dismantle structural racism. #critlib



3 YEARS AGO



Ryan Randall

foureyedsoul

@pumpedlibrarian @kellymce And #critlib praxis hopefully helps get us to think beyond "intention" and into larger structures & effects.



3 YEARS AGO



Nik Dragovic

nikdragggg

A5 Support ALA's Knowledge Alliance! #critlib



3 YEARS AGO



Christine Vivian

christinevivian

@aripants @sendaulas Really? Can I ask what the appeal was there for you? #critlib



3 YEARS AGO



Jarrett M. Drake

@jmddrake

Q3: It would help if all the "enduring commitments to diversity" in academic libraries endured for more than 2-year residencies. [#critlib](#)



3 YEARS AGO



Nicole Pagowsky

~~plutoHimself~~ pumpedlibrarian

[@foureyedsoul](#) [@kellymce](#) maximum yes [#critlib](#)



3 YEARS AGO



James Howe

~~plutoHimself~~ plutoHimself

[@MagpieLibrarian](#) [@pumpedlibrarian](#) YOU certainly don't need to apologize :) but it's part of curse of "professionalism" in general [#critlib](#)



3 YEARS AGO



Annie Pho

@catladylib

Q5 This is a hard question. We have so much work ahead of us to begin this path. [#critlib](#)



3 YEARS AGO



Mohamed Berray

~~Mohamed Berray~~ Mohamed Berray

A5: Also don't put residents in categories different from other librarians. Grant them full status even if it's temporary. [#critlib](#)



3 YEARS AGO



Tina Griffin

@tmcgriffin

[@plutoHimself](#) but it helps to get the seed planted young when they are still receptive. High school may even be too late [#critlib](#)



3 YEARS AGO



Stephanie Sendaula

@sendaulas

@nikdragggg I didn't realize how bureaucratic libraries were until I got my first internship.
#critlib



3 YEARS AGO



Nik Dragovic

nikdragggg

A5 And promote residencies widely. The RIG is a vital channel because schools don't keep track of them all. #critlib



3 YEARS AGO



Lisa Hinchliffe

lisa@librarian

@plutoHimself When I was Head of UG Lib here, we would pay any undergrad stud worker up to 2 hrs to talk to libr re lib careers #critlib



3 YEARS AGO



Anna Clutterbuck-Cook

feministlib

@christinemviv residency proposal I'm working on hoping to target undergrads considering LIS; short-term more feasible for students #critlib



3 YEARS AGO



Christine Vivian

christinemviv

@aripants @sendaulas That makes sense!. I was thinking more in terms of opportunity rather than location, but that matters, too! #critlib



3 YEARS AGO



Jaime, a librarian

rowmyboat

.@MohamedBerray Yes! And generally flatten the organizational chart. Root out those power structures everywhere. #critlib #anarchy



3 YEARS AGO



Stephanie Sendaula

@sendaulas

@christinemviv @aripants Yep, definitely makes sense now. [#critlib](#)



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

A5: On a small part, let your co-workers know that real diversity matters to you. If you hear something racist, speak up. [#critlib](#)



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

Oh and the complement to this: when *you* say something racist and someone else is generous enough to let you know? Make it right. [#critlib](#)



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

This morning I realized I hadn't been explicit about that, but, you *will* mess up, so be ready to respond with grace and humility. [#critlib](#)



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

And thank anyone who takes the risk to let you know you messed up. They didn't have to do that. [#critlib](#)



3 YEARS AGO



Gina Murrell

GinaMurrell1

A5 Mentoring, financial scholarships/awards, and a network in place to encourage (and reward) professional development. [#critlib](#)



3 YEARS AGO



Nik Dragovic

nikdraggggkdragggg

@sendaulas Definitely! Seems especially profound in faculty status environments.. #critlib



3 YEARS AGO



Ryan Randall

foureyedsoureyedsoul

@christinemviv @catladylib Some people talk about that temporary/new hire problem in digital humanities positions, too... #critlib



3 YEARS AGO



James

jimmykingpinmykingpin

A5: Better outreach is where we start. Marketing work of librarianship as diverse as we are + not sitting behind a desk anymore. #critlib



3 YEARS AGO



Stephanie Sendaula

@sendaulas

@elizabethskene And I didn't realize there would be committees for everything, even making changes to a website. Sigh. #critlib



3 YEARS AGO



James Howe

plutoHimselftoHimself

@lisalibrarian Esp for UG. Can diversity expand this kind of program or too "pointed"? same idea as residency, channeling into prof? #critlib



3 YEARS AGO



Jarrett M. Drake

@jmddrake

It's like, "I am permanently committed to changing my diet, and so I'll cut out carbs and fried food for 6 months." O_o #critlib



3 YEARS AGO



Ryan Randall

foureyedfour@souleyedsoul

@christinemviv @catladylib It's cruel to expect the least established new hires to produce rapid change against entrenched probs. #critlib



3 YEARS AGO



Christine Vivian

christine@christinemviv

A5: We need to demonstrate that we care abt authentic diversity, not just in words. We need to stand up for that & act on it, too. #critlib



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

A5 It is a shared responsibility to create an actually welcoming environment. Do your part, small and large. #critlib



3 YEARS AGO



Lisa Hinchliffe

lisalibrarian@lisalibrarian

@pumpedlibrarian FYI FWIW offering to *ALL* student workers recruited more racial/ethnic diverse to librshp than targeted program #critlib



3 YEARS AGO



Barnard Library

barnlib @barnlib

#critlib pitch: We haven't had an access services themed chat. Anyone have an idea about & interested in moderating one?



3 YEARS AGO



Gina Murrell

GinaMurrell1@GinaMurrell1

A5.2 Also, don't be afraid to hire someone who doesn't "look like a librarian." #critlib



3 YEARS AGO



ariana

aripants@aripants

@sendaulas @christinemviv oh it was a great opportunity that i'm glad I did! also I applied for a lot of residencies #critlib



3 YEARS AGO



Nik Dragovic

nikdragovic@nikdragggg

@catladylib Nope! Just follow their good work! Glad they seem to be assessing value and outcomes for these opportunities. #critlib



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

A5 I know that sounds super Pollyanna, but...there you go. #critlib



3 YEARS AGO



Annie Pho

@catladylib

Alright here's my #critlib #critpitch. But am I really an activist? Dealing with imposter syndrome: bit.ly/1DfgRkj via @ala_apala



3 YEARS AGO



Lisa Hinchliffe

lisaibra@lisaibra

@barnlib @plutoHimself We would talk to them w/o paying them too. :) #critlib



3 YEARS AGO



Annie Pho

@catladylib

Also, if you're coming to #alamw15 in Chicago, please say hi to me! #critlib



3 YEARS AGO



Lisa Hinchliffe

lisalibrarian

@barnlib @plutoHimself We wanted to make exploring librarianship feasible for those w/o resources to do it on their own. #critlib



3 YEARS AGO



James

jimmykingpin

A5: I echo what others said abt mentoring. I wouldn't be a librarian without the encouragement from my boss at first shelving job. #critlib



3 YEARS AGO



Nik Dragovic

nikdragggg

@MohamedBerray Sounds great! Hopefully with a good captive audience. #critlib



3 YEARS AGO



Emily Drabinski

edrabinski

Thanks to @ACRL_RIG for modding a great #critlib!



3 YEARS AGO



Lisa Hinchliffe

lisalibrarian

@plutoHimself Our data showed more effective to be inclusive in this program than when targeted. #notclearwhy #critlib



3 YEARS AGO



ACRL Residents

@ACRL_RIG

Whoa, that was fast. Thanks everyone for hanging out in the #critlib chat! Keep an eye out for the storify!



3 YEARS AGO



Christine Vivian

christine@christinemviv

@foureyedsoul @catladylib Yes, the temp/short-term hire problem in DH seems similar. #critlib



3 YEARS AGO



Ian Beilin

@ibeilin

Thanks @ACRL_RIG #critlib



3 YEARS AGO



Megan Watson

meganj@catsonjwatson

@ACRL_RIG Thanks for your excellent moderation! #critlib



3 YEARS AGO



James Howe

plutoHimself

@foureyedsoul @christinemviv @catladylib DH is so new that enthusiastic "newcomers" are challenged to justify their&its worth #critlib



3 YEARS AGO



Nik Dragovic

nikdragovic

@catladylib I'll be there! Are you going to the EL party? #alamw15 #critlib



3 YEARS AGO



Nicole Pagowsky

pumped@pumpedlibrarian

#critlib pitch: thx @ACRL_RIG for moderating! this was an awesome chat tonight! join us on feb 10th for @lisaibrarian & assess! #critlib



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

Double down #critlib pitches: @chrisdaaz and I are talking about residency programs and diversity at #acrl2015 if you're gonna be there.



3 YEARS AGO



Christine Vivian

christine@livstinemviv

@catladylib @foureyedsoul YES!! How novel, right? Sigh... #critlib



3 YEARS AGO



Nicole Pagowsky

pumped@pumpadlibrarian

Also, do we have a volunteer to Storify tonight's chat, #critlib?



3 YEARS AGO



Annie Pho

@catladylib

Yes, thanks @ACRL_RIG for moderating tonight's #critlib.



3 YEARS AGO



Emily Drabinski

edrabinski@edrabinski

My #critlib pitch: will I see you at #CAPAL15? capalibrarians.org/capal-conferen...



3 YEARS AGO



Christine Vivian

christine@livstinemviv

@plutoHimself @foureyedsoul @catladylib Yes, absolutely, and to justify it as a practice, as scholarship, etc. #critlib



3 YEARS AGO



ariana

aripants@aripants

Ooh I actually have a #critlib pitch, kinda. I'll be at the Conf on the First Yr Experience in Dallas next weekend....anyone else?? #FYE15



3 YEARS AGO



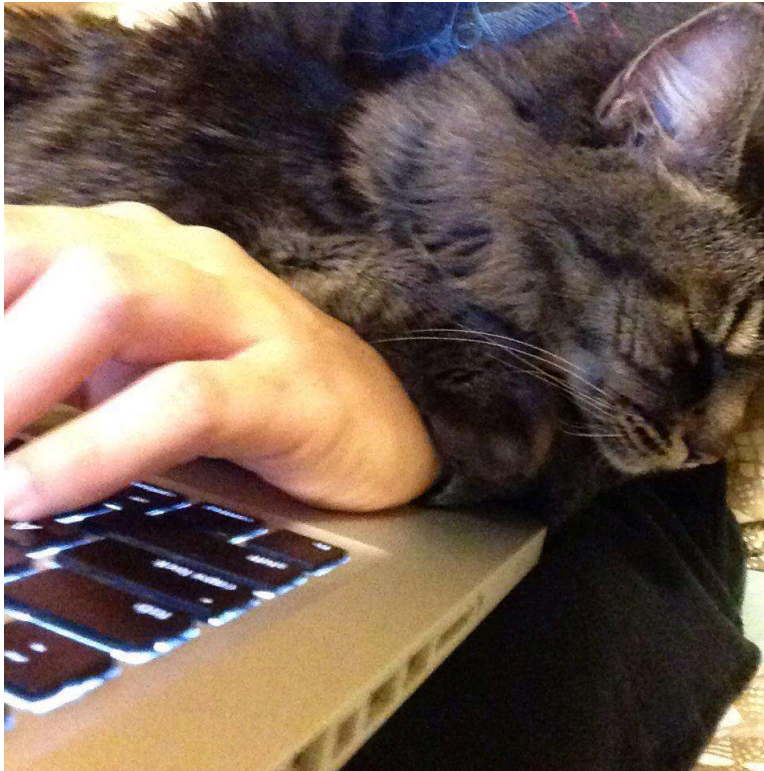
Nicole Pagowsky

pumped@pumpadlibrarian

Last pitch, an exciting one: @kellymce's & my CFP for critical ped book is now up! critlib.tumblr.com/CFP + that link goes to #critlib blog!



3 YEARS AGO




This cat would like to thank [@ACRL_RIG](#) for a great [#critlib](#) keyboard nap.
pic.twitter.com/vcjbNqCLiU

 JEN LABARBERA [@JENLABARBERA](#) · 3 YEARS AGO



Stephanie Sendaula
[@sendaulas](#)

[@jimmykingpin](#) Wow to the number of librarians at retirement age, but not intending to retire.
[#critlib](#)

 3 YEARS AGO



Mohamed Berray
[@MohamedBerray](#)

Thanks [@ACRL_RIG](#) [#critlib](#)

 3 YEARS AGO



James Howe
[@plutoHimself](#)

TYVM [@ACRL_RIG](#) !!! I feel like I learned a lot [#critlib](#)

 3 YEARS AGO



Kelly McElroy

kellymce@kellymce

And [#critlib](#) pitch pt 2: the [#critlib](#) tumblr exists, for when you have more to say than fit in today's chat: critlib.tumblr.com



3 YEARS AGO



Tina Griffin

@tmcgriffin

Arg. Now what I am going to do for the rest of my train ride. [#critlib](#) is over!



3 YEARS AGO



Ryan Randall

foureyed@foureyedsoul

[#critlib](#) pitch: Say hi to me as well if you're going to [#alamw15](#) !



3 YEARS AGO



Elizabeth Skene

elizabeth@elizabethskene

Thanks [#critlib](#) - this was the first Twitter chat I've stopped lurking and started participating in! Looking forward to moar!



3 YEARS AGO



Stephanie Sendaula

@sendaulas

[@catladylib](#) [@ala_apala](#) I struggle with this a lot. [#critlib](#)



3 YEARS AGO



Christine Vivian

christine@christinemviv

Thanks to [@ACRL_RIG](#) and all who participated for a great [#critlib](#) tonight!



3 YEARS AGO



Ryan Randall

foureyed@foureyedsoul

[@aripants](#) I'm not, but that sounds like a great conference. Hope there are more [#critlib](#) viewpoints there, even if they're not in our chat!



3 YEARS AGO



ariana

aripants@aripants

@kellymce @chrisdaaz and there are two poster sessions, that I know of, about residency programs at #acrl2015 (mine and others) #critlib



3 YEARS AGO



Stephanie Sendaula

@sendaulas

@christinemviv @ACRL_RIG Thanks for a great chat! #critlib



3 YEARS AGO



Christine Vivian

christine@christinemviv

@sendaulas @ACRL_RIG And thanks to you, too! #critlib



3 YEARS AGO



Lisa Hinchliffe

lisalibrarian@lisalibrarian

Looking forward to moderating Feb 10: assessment+ #critlib in context of accred, program review+other standards! @ACRL_RIG set high bar tonight!



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

Thanks to @ACRL_RIG and @chrisdaaz behind the curtain for facilitating an excellent #critlib!



3 YEARS AGO