

by Sveta Stoytcheva 3 years ago

#critlib: anti-oppressive facilitation strategies

Storify of the #critlib chat from 4/21/2015 on anti-oppressive facilitation strategies, moderated by @alyciaicyla, @captain_maybe, & @kellymce. For more information about #critlib, including past & future chats, please see: <http://tinyurl.com/critlibx>

[The usual disclaimer: I tried to include all of Tweets from the chat and string Tweets from the same thread together as best as I could. Retweets, favorites, & tweets without the hashtag omitted on purpose. Lacunae, misreadings, or other mistakes my own.]


The readings for this week are great, so I've copied them here too.

* On Facilitation, Char Booth: [infomational.wordpress.com/...](http://infomational.wordpress.com/)


* Anti-Oppressive Facilitation - Making Meetings Awesome for Everyone, the AORTA Collective: aorta.coop/sites/default/fi...


*Calling IN - A Less Disposable Way of Holding Each Other Accountable, Ngọc Loan Trần: blackgirldangerous.org/2013...

Getting started with introductions!


 **Kelly McElroy**
kellymce@kellymce


We will be talking about non-oppressive approaches to facilitation tonight. All the Qs are up on the cheatsheet. #critlib

 3 YEARS AGO


 **rachel mattson**
@captain_maybe

i'm rachel, an archivist in bklyn nyc, another one of the mods tonight. #critlib (#hashtagfail)

 3 YEARS AGO

 **Barnard Library**
barnlib @barnlib


Hi @kellymce, @alyciaicyla, & @captain_maybe. Thanks for moderating #critlib tonight! Jenna here, from Barnard College in NYC.

 3 YEARS AGO



kyle shockey
@kshockey04


hi #critlib. kyle; resident hoosier h8r, mls indiana university; really just kinda lurking tonight. I do love the Tran piece tho.

 3 YEARS AGO



Gina Murrell
GinaMurrell1

Hi! I'm Gina. I work as Project Coordinator for the Oregon Digital Newspaper Program (ODNP) at the University of Oregon. #GoDucks #critlib

 3 YEARS AGO



Sarah Crissinger
SarahCrissinger

Hi, #critlib. In and out tonight as working on other projects. Grad assistant at University of Illinois- soon to be instruction librarian

 3 YEARS AGO



Ian Beilin
ibeilin @ibeilin

Hi #critlib I'm Ian, humanities librarian at Columbia U, NYC

 3 YEARS AGO



Emily Drabinski
@edrabinski

Hi #critlib! Excited to learn about better ways to facilitate. I facilitate air in the workplace.

 3 YEARS AGO



Emily Drabinski
@edrabinski

*a lot. Not actually responsible for the air. #critlib

 3 YEARS AGO



Sveta Stoytcheva

oksveta@oksveta

@edrabinski I really read that as a metaphor for how much facilitation you do, instead of typo. Like "even facilitate the air" #critlib



3 YEARS AGO



Sveta Stoytcheva

oksveta@oksveta

hi there, #critlib! sveta - mls student in illinois. thanks for the great readings, mods.



3 YEARS AGO



Aliqae Geraci

aliquaesong@aliquaesong

Hi #critlib! I'm Aliqae, an academic labor lib (ref & instr) in Ithaca. Just home from a long meeting so may just read the storify tomorrow.



3 YEARS AGO



Alycia Sellie

alyciaicyla@alyciaicyla

Hey everyone, I'm an academic librarian in NYC who works with collections @ CUNY #critlib



3 YEARS AGO



Gina Schlesselman-Ta

ginaschless@ginaschless

Hi #critlib Gina in SoCal. Ref/instruction lib at HSI



3 YEARS AGO



Patrick Williams

activitystory@activitystory

I'm Patrick, a humanities subject specialist librarian at Syracuse University #critlib



3 YEARS AGO



Roxanne Shirazi

RoxanneShirazi@RoxanneShirazi

Hi #critlib! I'm an academic librarian in NYC who hasn't done the reading, so I might just lurk on this one :)



3 YEARS AGO



Donna Witek

donna@secdary
donnarosemary

@RoxanneShirazi I didn't either (catching up now), but so burnt out I'm giving myself a pass and participating anyway <3 #critlib



3 YEARS AGO



DJ Dublin Hardcore

@Gaymerbrarian

Hello #critlib from #njla15! James, @Rutgers MLIS student. Games, Ux, DH, etc.



3 YEARS AGO



Maura Smale

mauraweb@mauraweb

Excited about tonight's #critlib (tho in and out working on a presentation), I'm Maura from NYC College of Technology, CUNY.



3 YEARS AGO



Dinah Handel

@DinahHandel

Hi #critlib! Dinah, student from Brooklyn.



3 YEARS AGO



Charissa Powell

AskCharissa@AskCharissa

Hi all, instruction librarian at Univ. of MD - excited to discuss facilitation! also in and out working on presentation #critlib



3 YEARS AGO



Laura Saunders

@bibliolaura

Hi all! Laura Saunders from Simmons #critlib



3 YEARS AGO

Question 1 : What is good facilitation? What strategies make for a good meeting or discussion? #critlib



Kelly McElroy

kellymce@kellymce

Q1: what is good facilitation? What strategies make for a good meeting or discussion? #critlib



3 YEARS AGO



Sveta Stoytcheva

oksveta@oksveta

a1 been thinking abt this a lot lately! if mid-to-long-term commitment, making sure there's check-ins built-in frm the start #critlib



3 YEARS AGO



Emily Drabinski

@edrabinski

A1 I like clear goals, action items, rotating the minutes, timekeeping, check ins. #critlib



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

@edrabinski rotating minutes is so key! #critlib



3 YEARS AGO



rachel mattson

@captain_maybe

A1: some of what makes for good facilitation: is efficient, accountable, makes room for divergent opinions and locations...#critlib



3 YEARS AGO



Donna Witek

donnarose@donnarosemary

A1 Definitely clear communication, in advance and at start of meeting, as to goals (conceptual and practical) of time together #critlib



3 YEARS AGO



rachel mattson

@captain_maybe

you don't have to have done the reading to participate tonight, ps #critlib



3 YEARS AGO



Gina Murrell

GinaMurrell1

A1: Good facilitation is ensuring that (nearly) all voices are heard & no one feels left out of the process. [#critlib](#)



3 YEARS AGO



Dinah Handel

@DinahHandel

A1 +1 efficiency. I don't like when I feel confused about why I am attending something. [#critlib](#)



3 YEARS AGO



Donna Witek

donna@donnawitek.com

[@DinahHandel](#) Or why I was invited to be there/to the table! [#critlib](#)



3 YEARS AGO



DJ Dublin Hardcore

@Gaymerbrarian

A1: making sure rules of space are understood I.e. how workflow will progress. Everyone on same page w/framework, nevermind project [#critlib](#)



3 YEARS AGO



Kelly McElroy

kellymce@kellymce.com

A1: the best meetings I've been in have clear purpose and roles for everyone. Also, as short as they can be. [#critlib](#)



3 YEARS AGO



Alycia Sellie

alyciasellie@alyciasellie.com

A1: Basic, but good facilitation acknowledges that facilitation exists/acknowledges process [#critlib](#)



3 YEARS AGO



Donna Witek

donna@cedar.org
donnarosemary

@alyciaicyla ohhh I like this. what's an example of what this looks like on the ground? #critlib



3 YEARS AGO



Patrick Williams

activitystory
activitystory

A1 loved the AORTA emphasis on fac being *everyone's* job... in most situations that does not seem to be the case #critlib



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

@activitystory how can we take on that shared role, as participants? #critlib



3 YEARS AGO



Patrick Williams

activitystory
activitystory

@kellymce I think part of it is creating a space in which the people in the meeting feel their input will be heard/acted on #critlib



3 YEARS AGO



Dinah Handel

@DinahHandel

A1 This semester as SILSSA pres, I make everyone play facilitator once #critlib



3 YEARS AGO



Ian Beilin

ibeilin @ibeilin

Are we only talking about meetings here? differences with other kinds of discussions? #critlib



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

@ibeilin not just meetings, Q includes discussions as well. What diffs do you see? #critlib



3 YEARS AGO



Ian Beilin
ibeilin @ibeilin

@kellymce meetings usually happen w/same people; other types of discussions facilitator might not know ppl #critlib



3 YEARS AGO



DJ Dublin Hardcore
@Gaymerbrarian

@kellymce @ibeilin def doesn't need to be official. Facilitation in roundtables, panels, dinner parties, all group social flow #critlib



3 YEARS AGO



Ian Beilin
ibeilin @ibeilin

@Gaymerbrarian @kellymce dinner parties are the toughest; usually alcohol involved... #critlib



3 YEARS AGO



Kelly McElroy
kellymce@kellymce

@ibeilin @Gaymerbrarian different stakes tho, eh? #critlib



3 YEARS AGO



Sarah Crissinger
SarahCrissinger

a1 clear agenda, a range of voices heard, room for feedback and check in, equal investment in the meeting/ project #critlib



3 YEARS AGO



Dinah Handel
@DinahHandel

A1 I feel like it helps even out the workload, and we only do 15 minutes max #critlib



3 YEARS AGO



Sveta Stoytcheva

oksveta@oksveta

a1, p2 - maybe obvious but facilitator can't also take notes, etc. various roles require different kinds of attention #critlib



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

@oksveta identifying and sharing tasks! #critlib



3 YEARS AGO



Aliqae Geraci

aliquaesong@aliquaesong

A1: good facilitation requires a lot of self-awareness + awareness of others, re: dynamics, motivations, collective + indiv goals #critlib



3 YEARS AGO



Aliqae Geraci

aliquaesong@aliquaesong

A1 p2: of course, the major issue is POWER. How much does facil have in guiding convo, in re: to participants? What is the context? #critlib



3 YEARS AGO



Barnard Library

barnlib @barnlib

A1: I like ground rules, agreed upon by the participants and a facilitator that gently enforces the ground rules. #critlib



3 YEARS AGO



rachel mattson

@captain_maybe

@barnlib YES to "gentle enforcement" as a good principle #critlib



3 YEARS AGO



kyle shockey
@kshockey04

A1: clear outline of expectations and process. room for all voices in terms of feedback and governance. awareness of space + power #critlib

 3 YEARS AGO



rachel mattson
@captain_maybe

A1 also good facilitators know how to manage disruptive, participants (who threaten to derail the process) in a kind way #critlib

 3 YEARS AGO



Ian Beilin
ibeilin @ibeilin

@captain_maybe That's a tough one - I hope we can talk more about that :) #critlib

 3 YEARS AGO



rachel mattson
@captain_maybe

@ibeilin I hope we do! it is tough, but so essential. #critlib

 3 YEARS AGO



Laura Saunders
@bibliolaura

@ibeilin @captain_maybe I feel like "discussion" sets more expectation for broad participation. Easy to be passive in a meeting #critlib

 3 YEARS AGO



Dinah Handel
@DinahHandel

A1 I think too that good facilitators can feel "energy" in room, pick up on how people are feeling. Req a skill set! #critlib

 3 YEARS AGO



Tim Miller
@tmillerLibrary


A1: Creating a 'safe space' where people feel comfortable participating & allowing for them to do so. [#critlib](#)

 3 YEARS AGO



Barnard Library
barnlib @barnlib

A1: I've learned that contrary to popular desires, sometimes a meeting has to go as long as necessary for everyone to feel heard. [#critlib](#)

 3 YEARS AGO



Dinah Handel
@DinahHandel

[@barnlib](#) I can agree with that and have experienced it, and so I feel like efficiency doesn't have to mean short... [#critlib](#)

 3 YEARS AGO



Kelly McElroy
kellymce@kellymce

[@barnlib](#) sometimes, tho, not everyone needs to stay for the whole conversation. So many variables! [#critlib](#)

 3 YEARS AGO



Sveta Stoytcheva
oksveta@oksveta

.[@kellymce](#) [@barnlib](#) So important to keep track of tangents, future to dos, etc so that things that come up are prop. acknowledged [#critlib](#)

 3 YEARS AGO



Barnard Library
barnlib @barnlib

A1: to my last pt, sometimes you need to decide that you can't accomplish everything--that rushing decisions is counterproductive. [#critlib](#)

 3 YEARS AGO



Laura Saunders
@bibliolaura

Yes, and also minimizing tangents #critlib

 3 YEARS AGO



Charissa Powell
AskCharissa

A1 - agenda, checking in on time, staying on track, everyone feels comfortable talking, people have purpose at the meeting #critlib

 3 YEARS AGO



Sarah Crissinger
SarahCrissinger

If only I read #critlib reading before last group project. Would have been more prod, less emotionally taxing bit.ly/1yMjFYL

 3 YEARS AGO



kyle shockey
@kshockey04

a1.1 - shared responsibility. take turns doing the things. moreover assist younger facilitators. #critlib

 3 YEARS AGO



kyle shockey
@kshockey04

a1.2 - despite having experience, I am terrified of mediating. traits people consider good for facilitator are often naturalized #critlib

 3 YEARS AGO



kyle shockey
@kshockey04

a1.2.1 e.g. things you're "born" with or intuit naturally. Not often space to develop those skills. #critlib

 3 YEARS AGO



DJ Dublin Hardcore

@Gaymerbrarian

@kshockey04 maybe not younger but less experienced. Create space where it's ok to admit less experience #critlib



3 YEARS AGO



Ian Beilin

ibeilin @ibeilin

@kshockey04 yes - I've felt forced into the role in certain contexts; I didn't feel ready for it #critlib



3 YEARS AGO



Franny Gaede

mfgaed@mfgaede

Showing up late for #critlib! Franny here from Butler U in Indianapolis. #scholcomm librarian, #openaccess advocate, v interested in #dh



3 YEARS AGO



Lisa Hinchliffe

lisalibrarian@lisalibrarian

@mfgaede Just got here myself - #infolit #libadmin also #PhDstudent. Thus, often late! :) #critlib



3 YEARS AGO



Franny Gaede

mfgaed@mfgaede

A1: Establishing goals, desired outcomes at the outset. Respectful of people's time, intellectual energy, and opinions. #critlib



3 YEARS AGO



Tim Miller

@tmillerLibrary

A1: clear objectives & action steps with ways to follow-up or continue the discourse after the face-to-face meeting. #critlib



3 YEARS AGO



Emily Drabinski

@edrabinski

I'm always scared to facilitate. I think it's why I take so many minutes. You can hide but still do your share of the work. #critlib



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

@edrabinski that is so real! I see that dynamic play out in so many groups, again and again. #critlib



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

@edrabinski does it make you less scared when facilitation rotates? #critlib



3 YEARS AGO



Emily Drabinski

@edrabinski

@kellymce I just dread my turn... #critlib



3 YEARS AGO



Emily Drabinski

@edrabinski

@kellymce My secret shame! Now, live, on #critlib! Radical Teacher rotates facilitation. I've skipped meeting to avoid. (!)



3 YEARS AGO



rachel mattson

@captain_maybe

@edrabinski librarian confessions! #critlib



3 YEARS AGO



Lisa Hinchliffe

lisalibra@isalibrarian

[@edrabinski](#) Taking minutes often means controlling the narrative. Can be a power role! :)
[#critlib](#)



3 YEARS AGO



Laura Saunders

@bibliolaura

Facilitating means good listening [#critlib](#)



3 YEARS AGO



Sveta Stoytcheva

oksveta@oksveta

.[@bibliolaura](#) True! + can be hard when you also have something to say on the issue but don't want ur relative power to quiet others [#critlib](#)



3 YEARS AGO



Barnard Library

barnlib @barnlib

A1: sometimes we're tempted to put a quiet person on the spot, or say the lone student in a grp. Check w them b4hand if that's ok. [#critlib](#)



3 YEARS AGO



DJ Dublin Hardcore

@Gaymerbrarian

[@barnlib](#) "what's the gay opinion?" El oh el oh el [#critlib](#)



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

A1: good facilitation means skillful and quick summarization and synthesis, too. [#critlib](#)



3 YEARS AGO



Franny Gaede

mfgaede@mfgaede

A1: Set aside enough time for reflection, questions. Creating outlets for people who might not feel safe/comfortable speaking out [#critlib](#)



3 YEARS AGO



Heather Iveson

@TripleThreatLib

A1 good facilitation sees everyone invited to speak, including those less forward in a group. Also does not push own voice first [#critlib](#)



3 YEARS AGO



Alycia Sellie

alyciaicylaalyciaicyla

Returning to A1, good facilitation offers more than just 1 way for folks to take part--some do well in groups, others not, etc. [#critlib](#)



3 YEARS AGO

Question 2: Tell us about a meeting that reinforced systemic power dynamics or oppressions (e.g. not on an individual basis). [#critlib](#)



Alycia Sellie

alyciaicylaalyciaicyla

Q2. Tell us about a meeting that reinforced systemic power dynamics or oppressions (e.g. not on an individual basis). [#critlib](#)



3 YEARS AGO



Gina Schlesselman-Ta

ginaschlessginaschless

A2: men talk only to each other in "group" meetings [#critlib](#)



3 YEARS AGO



Dinah Handel

@DinahHandel

A 2 attended a meeting recently where I made a comment about financial issue & leader made joke, moved on quickly, everyone silent [#critlib](#)



3 YEARS AGO



rachel mattson
@captain_maybe


@DinahHandel ugh! public shaming is NOT good facilitation #critlib

 3 YEARS AGO



Dinah Handel
@DinahHandel

@captain_maybe also disempowered students! and maintained economic hierarchy #critlib

 3 YEARS AGO



Barnard Library
barnlib @barnlib

A2: I dislike & feel my time is wasted by a "meeting" that's really a "this is what's happening, you're good with it, right?" #critlib

 3 YEARS AGO



Emily Drabinski
@edrabinski

A2 No agenda means the loudest voice does all the talking. #critlib

 3 YEARS AGO



Emily Drabinski
@edrabinski

A2 Or meetings where only person allowed to speak out of turn is the facilitator. I take minutes at a monthly meeting like that. #critlib

 3 YEARS AGO



Patrick Williams
activitystory activitystory

Meetings where fast-paced whiteboard brainstorming is the focus exclude participants with visual impairments #critlib

 3 YEARS AGO



Kelly McElroy

kellymce@kellymce

A2: meetings where gay stuff comes up and everyone looks at the queer person at the table.

[#critlib](#)



3 YEARS AGO



Aliqae Geraci

aliqaesong@aliqaesong

A2: been in orgs where facilitator key source of institutional knowledge, connections & used meetings 2 deflect + redirect criticism [#critlib](#)



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

[@aliqaesong](#) yes - I was thinking of a mtg where admin got to reply to *every* comment anyone made. [#critlib](#)



3 YEARS AGO



Aliqae Geraci

aliqaesong@aliqaesong

[@kellymce](#) Or facilitated consensus process 2 generate desired outcome thru all nonverbal tells wrkrs r attuned 2deciphering in mgr [#critlib](#)



3 YEARS AGO



Tim Miller

@tmillerLibrary

A2: any time a group leader asks for input and dismisses it or ignores it. [#critlib](#)



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

A2: meetings when white dudes repeat what WOC just said and everyone nods. [#critlib](#)



3 YEARS AGO



Donna Witek

~~donnarosemary~~
donnarosemary

A2 Finding yourself in a meeting/discussion where it's clear those in power already know the outcome, want to appear was consensus #critlib



3 YEARS AGO



Sarah Crissinger

~~SarahCrissinger~~
SarahCrissinger

@donnarosemary I might favorite this, unfavorite it, and then favorite it again because it's that good! So true! #critlib



3 YEARS AGO



Aliqae Geraci

~~aliqaesong~~
aliqaesong

@donnarosemary Love this so hard. Consensus is difficult beast in an employment context. #critlib



3 YEARS AGO



rachel mattson

@captain_maybe

THIS WAS A 4--YEAR LONG NIGHTMARE I LIVED. is there an emoji for crying yourself to sleep at night? #critlib [twitter.com/donnarosemary/...](https://twitter.com/donnarosemary/)



3 YEARS AGO



Donna Witek

~~donnarosemary~~
donnarosemary

@captain_maybe :-/ <3 #critlib



3 YEARS AGO



Kelly McElroy

~~kellymce~~
kellymce

@donnarosemary oh that one is a killer #critlib



3 YEARS AGO



Lisa Hinchliffe

lisalibrarian
lisalibrarian

@donnarosemary Middle management even more fun. You've been told the outcome and to get consensus around it! #critlib



3 YEARS AGO



Donna Witek

donnarosemary
donnarosemary

@lisalibrarian = not fun at all, nor productive, for those being managed #critlib



3 YEARS AGO



Donna Witek

donnarosemary
donnarosemary

@lisalibrarian actually, apologies, I misread your tweet as "get to consensus around it" i.e. verbing consensus lol #critlib #burntout



3 YEARS AGO



Lisa Hinchliffe

lisalibrarian
lisalibrarian

@donnarosemary no worries! #critlib #sotired #phdlife



3 YEARS AGO



DJ Dublin Hardcore

@Gaymerbrarian
@Gaymerbrarian

A2 no specific time, but occasionally in class when I bring up something from queer perspective. No one responds, class moves on. #critlib



3 YEARS AGO



DJ Dublin Hardcore

@Gaymerbrarian
@Gaymerbrarian

A2 like, at least acknowledge it or connect to other experiences... Queer isn't extraterrestrial #critlib



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

@Gaymerbrarian yeah! Tbh, I've also had this talking about bi experiences in gay groups, too.
#critlib



3 YEARS AGO



DJ Dublin Hardcore

@Gaymerbrarian

@kellymce woof, I can imagine... I am sorry :/ there's a embarrassing common dynamic there.
#critlib



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

@Gaymerbrarian yeah! Regardless of the groups involved, that insider-outsider thing is so real.
#critlib



3 YEARS AGO



kyle shockey

@kshockey04

A2 to get political for a second--complex parliamentary rules to inhibit newer & less rule-driven individuals. #critlib #subtweet



3 YEARS AGO



DJ Dublin Hardcore

@Gaymerbrarian

@kshockey04 was teaching new frat kids Robert's rules - made a point of bringing this up & saying don't game it #critlib



3 YEARS AGO



Laura Saunders

@bibliolaura

@kshockey04 and we're rarely given an orientation to the rules! #critlib



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

@kshockey04 "you dint submit the form in triplicate? THAT is why you're not on the agenda, duh." #critlib



3 YEARS AGO



Maura Smale

mauraw@mauraweb

A2 +1 to @kshockey04 and also rules deployed inconsistently in ways that outwardly appear to reinforce power structures. #critlib



3 YEARS AGO



Lisa Hinchliffe

lisalibr@lisalibrarian

@kshockey04 though if you master those rules ... #critlib



3 YEARS AGO



kyle shockey

@kshockey04

@lisalibrarian Robert smiles upon you. #critlib



3 YEARS AGO



Tim Miller

@tmillerLibrary

A2: I had a professor (tall white male) who would stand up only when he was addressing input he disagreed with. #critlib



3 YEARS AGO



rachel mattson

@captain_maybe

A2 I used to have a job where the facilitator regularly summarized the "consensus" however he liked. #critlib



3 YEARS AGO



Gina Murrell

GinaMurrell1

A2. Those in inner circle routinely acknowledge each other to the exclusion of other participants. I've seen this in person/online. #critlib



3 YEARS AGO



Gina Murrell

GinaMurrell1

A2.2 Something as simple as eye contact - looking at all in group, instead of same 1 or 2 people - can create sense of inclusion. #critlib



3 YEARS AGO



Barnard Library

barnlib @barnlib

I'm guilty of this! Will try to be better. #critlib twitter.com/GinaMurrell1/s...



3 YEARS AGO



Sveta Stoytcheva

oksveta@oksveta

.@GinaMurrell1 AORTA article suggests round-robin asking for input, with the option to pass. I feel like this is a really good tool #critlib



3 YEARS AGO



Gina Murrell

GinaMurrell1

@oksveta Although I dread round-robin on a personal level, it's an excellent way to include everyone in a meeting/discussion. #critlib



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

@GinaMurrell1 @oksveta yeah -- I always include the option to pass, but that way folks at least have the chance if they want it. #critlib



3 YEARS AGO



Sveta Stoytcheva

oksveta@oksveta

[@kellymce](#) [@GinaMurrell1](#) Also ensures that 1 person can't talk forever, since have to get to everyone. Hard in large group though [#critlib](#)



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

[@oksveta](#) [@GinaMurrell1](#) a timer can be great for that! [#critlib](#)



3 YEARS AGO



Sarah Crissinger

SarahCrissinger@SarahCrissinger

A2 when interruption is a constant and those that have less power (maybe support staff or student) is not acknowledged [#critlib](#)



3 YEARS AGO



Charissa Powell

AskCharissa@AskCharissa

A2-as a grad student, I sometimes felt like my thoughts/opinion were not valued as much as a full librarian. same for staff members [#critlib](#)



3 YEARS AGO



Sveta Stoytcheva

oksveta@oksveta

[.@AskCharissa](#) in those situations, it can feel like you're not even supposed to be in the room. even if meeting is open. [#critlib](#)



3 YEARS AGO



Charissa Powell

AskCharissa@AskCharissa

[@oksveta](#) yupp :(it's like "why am I here?" But it's taught me a lot about how to behave and to value all opinions and voices! [#critlib](#)



3 YEARS AGO



DJ Dublin Hardcore

@Gaymerbrarian

.@AskCharissa omg I was talking about this today at conf. I introduce as a student, then conversation over. Never wil work for you. #critlib



3 YEARS AGO



Lisa Hinchliffe

lisalibrarian

@oksveta @AskCharissa Would love advice on . Want grad students to feel welcome but worry if I say-sounds like "since you aren't" #critlib



3 YEARS AGO



Charissa Powell

AskCharissa

@lisalibrarian @oksveta imp. to genuinely value grad students voices and make sure they feel validated when they speak up #critlib



3 YEARS AGO



Lisa Hinchliffe

lisalibrarian

@AskCharissa @oksveta @SarahCrissinger I'd like reactions of how to set expectations of others by how I start off a meeting, etc. #critlib



3 YEARS AGO



Lisa Hinchliffe

lisalibrarian

@AskCharissa @oksveta @SarahCrissinger better to say "so glad Grads here to contribute" or does that make it worse not better? #critlib



3 YEARS AGO



Sarah Crissinger

SarahCrissinger

@lisalibrarian @AskCharissa @oksveta see, this is what I struggle w. Even in meetings w/ only GAs. How to make welcome not call out #critlib



3 YEARS AGO



Sarah Crissinger

SarahCrissinger@SarahCrissinger

@lisalibrarian @AskCharissa @oksveta it's defin a fine line! I find myself trying to do that in GA meetings and making it worse #critlib



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

A2: not introducing ongoing topics to people new to the conversation. #critlib



3 YEARS AGO



Patrick Williams

activitystory@activitystory

@kellymce oooh also excessive unexplained acronyms/system names/jargon #critlib



3 YEARS AGO



Franny Gaede

mfgaed@mfgaede

A2: Agendas so jam-packed that administration issues are discussed @ beginning, attendee contributions occur (sometimes) at the end #critlib



3 YEARS AGO



Barnard Library

barnlib@barnlib

A2: That I didn't do the readings reminds me that it's frustrating/disrespectful when people show up to meetings unprepared. #critlib



3 YEARS AGO



Donna Witek

donnawitek@donnawitek

@barnlib lulz! but touche because that's me tonight as well... #critlib



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

@barnlib promise they were just recommended, not required! #critlib



3 YEARS AGO



Barnard Library

barnlib @barnlib

@kellymce Please don't try to stop me from calling myself out! #critlib #selfflagellation



3 YEARS AGO



Sveta Stoytcheva

oksveta@oksveta

.@barnlib or come super late w/o notice. have learn to respect each other's time! #critlib



3 YEARS AGO

Question 3: How can participants intervene when there is troublesome facilitation? How can you effectively call out bad behavior in a mtg? #critlib



rachel mattson

@captain_maybe

Q3. How can participants intervene when there is troublesome facilitation? How can you effectively call out bad behavior in a mtg? #critlib



3 YEARS AGO



Barnard Library

barnlib @barnlib

Great Q mods! #critlib [twitter.com/captain_maybe/...](https://twitter.com/captain_maybe/)



3 YEARS AGO



Donna Witek

donnarosemary@donnarosemary

@barnlib +1 agreed #critlib



3 YEARS AGO



Laura Saunders

@bibliolaura

Also, others need to take responsibility for their roles/participation- hate it when people play games, grade papers etc during #critlib



3 YEARS AGO



kyle shockey
@kshockey04


i have no answer to q3. excited to get back to this one on storify. #critlib

 3 YEARS AGO



Dinah Handel
@DinahHandel

curious about people's A3, I think I usually just am like UH HELLO or stay totally silent and feel crummy. Don't know if that helps #critlib

 3 YEARS AGO



Dinah Handel
@DinahHandel

A3 But, I do think its pair for participants to ASK facilitator certain things, like to get back on track, or be kinder, etc #critlib

 3 YEARS AGO



Dinah Handel
@DinahHandel

A3 but it is hard! Group is watching, people can be afraid to speak up, not want to disrupt everyone else. #critlib

 3 YEARS AGO



kyle shockey
@kshockey04

@DinahHandel what about the punch up approach to this one--more public call outs in situations w/more obstinate offense? #critlib

 3 YEARS AGO



Barnard Library
barnlib @barnlib


To me "be kinder" is the key to good facilitation & participation in meetings. #critlib
twitter.com/DinahHandel/st...

 3 YEARS AGO



Tim Miller
@tmillerLibrary


A3: This is often an art. Most often being clear, upfront, and direct without shaming or being patronizing. #critlib

 3 YEARS AGO



Lisa Hinchliffe
lisa@lisa.hinchliffe.com

A3 "I'm having a hard time following our flow here. Can we review our process?" #critlib

 3 YEARS AGO



Ian Beilin
ibeilin @ibeilin

A3: In a work meeting, power dynamics usually interfere - your boss is often in the room; what to do then? #critlib

 3 YEARS AGO



Tim Miller
@tmillerLibrary

A3: It's no better to silence someone for being 'rude' than to silence someone by being rude. Facilitation requires diplomacy. #critlib

 3 YEARS AGO



Gina Murrell
GinaMurrell1

A3. Encourage participants to hear each other out. (No interruptions!) Keep steering convo back to topics on the agenda. #critlib

 3 YEARS AGO



Gina Murrell
GinaMurrell1

A3.2 Use "I" statements, eg. "I feel we're getting off topic..." Saying, "You..." to disruptors automatically makes them defensive. #critlib

 3 YEARS AGO



Patrick Williams

activitystory @activitystory

A3 I think it helps to have ground rules that are in the foreground so response (& potential call outs) are a natural part of mtg #critlib



3 YEARS AGO



Donna Witek

donnarosemary @donnarosemary

A3 I am honestly stumped as to how to articulate possible answers to this Q, though I know there must be some... #critlib



3 YEARS AGO



Aliqae Geraci

aliquaesong @aliquaesong

A3: continually turn to stated agenda, goals, anything documented. Hold your ground when interrupted + step in when others are #critlib



3 YEARS AGO



Aliqae Geraci

aliquaesong @aliquaesong

A3 cont'd: altho I had this happen when I was facill a meeting + had to cut off talker + call on some1 more mindful + patient, so.. #critlib



3 YEARS AGO



Alycia Sellie

alyciacyla @alyciacyla

I struggle with A3--how do I know that those around me care about the same issues I do? And WANT everyone to be involved? #critlib



3 YEARS AGO



Barnard Library

barnlib @barnlib

Yes! We try to get support staff involved & often some/many of them want to be left alone to do their work. #critlib twitter.com/alyciacyla/st...




3 YEARS AGO



DJ Dublin Hardcore

@Gaymerbrarian

A3: or the discussion goes elsewhere & I had wanted to speak up - but chance lost. [#critlib](#)


 3 YEARS AGO



Kelly McElroy

kellymce@kellymce

A3: ask people who are silent what they think. [#critlib](#)

 3 YEARS AGO



Sarah Crissinger

SarahCrissinger@SarahCrissinger

A3 I like the aorta "move up move up" activity. It illustrates that listening is as critical as speaking and we want opp to do both [#critlib](#)

 3 YEARS AGO



Sveta Stoytcheva

oksveta@oksveta

.@SarahCrissinger build habits to check in early, b4 anything is wrong & people can feel more comfortable when something is wrong [#critlib](#)

 3 YEARS AGO



Sarah Crissinger

SarahCrissinger@SarahCrissinger

@SarahCrissinger although, this process prob more effective if proposed before meeting instead of when it starts to get bad [#critlib](#)

 3 YEARS AGO



Sveta Stoytcheva

oksveta@oksveta

.@SarahCrissinger been thinking a lot abt how there are some contexts where i shld speak more, others where i shld listen more [#critlib](#)

 3 YEARS AGO



Emily Drabinski

@edrabinski

A3 was at a meeting recently where someone just called out directly behavior we were all uncomfortably watching. Powerful! #critlib



3 YEARS AGO



DJ Dublin Hardcore

@Gaymerbrarian

@edrabinski this happened at a panel here - complimented her later on tact as well as bluntness in ending situation. #critlib



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

A3: offer to be the timekeeper and use an annoyingly loud timer to let people know when their time is up. #critlib



3 YEARS AGO



Donna Witek

donnarosemary@donnarosemary

A3 1 way I see of being positive participant myself is to lift up ideas of those around me--make connection bw their ideas&mtg goal #critlib



3 YEARS AGO



rachel mattson

@captain_maybe

1/2 : A3 if u have privilege in the meeting, decline 2 speak (if the facilitator has, say, only called white dudes)... #critlib



3 YEARS AGO



rachel mattson

@captain_maybe

2/2 until women and POC with their hands up are called on #critlib --??



3 YEARS AGO



Lisa Hinchliffe

lisalibra@lisalibrarian

@captain_maybe or use being called to say "I'd like to hear from xyz ..." #critlib



3 YEARS AGO



DJ Dublin Hardcore

@Gaymerbrarian

@captain_maybe I don't wanna be what about gays!!! But applies there too. I've been passed over b/c no one wants to hear divisive #critlib



3 YEARS AGO



DJ Dublin Hardcore

@Gaymerbrarian

@captain_maybe like "we know he'll have opinion that might challenge". Altho, white dude anyway, so %chance is higher by default #critlib



3 YEARS AGO



rachel mattson

@captain_maybe

yeah, its all intersectional #critlib [twitter.com/Gaymerbrarian/...](https://twitter.com/Gaymerbrarian/)



3 YEARS AGO



Barnard Library

barnlib @barnlib

A3: I struggle with knowing when to draw attention to bad behavior (e.g., racism) in a mtg. vs. when to talk after one on one. #critlib



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

@barnlib so real! Or both. Or, interrupt it without naming it, then talk afterward. #critlib



3 YEARS AGO



Lisa Hinchliffe

lisalibrarian@lisalibrarian

A3 I often have power so if someone being marginalized, will repeat statement, wait for affirm, then say "of course XYZ said that" #critlib



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

@lisalibrarian so diplomatic! Love it! #critlib



3 YEARS AGO



Aliqae Geraci

aliquaesong@aliquaesong

@lisalibrarian Borrowing this! #critlib



3 YEARS AGO



Dinah Handel

@DinahHandel

A3 I think also, shame doesn't make anyone feel better, but sometimes actions need to get called out. ACK #critlib



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

A3: also, nonviolent communication is good here. Make an observation, state your feeling, a need, and a request. #critlib



3 YEARS AGO



Charissa Powell

AskCharissa@AskCharissa

A3- NO idea so loving these answers #critlib only thing that I've seen done is "let's get back on task" "that's a bit off topic"



3 YEARS AGO



Sarah Crissinger

SarahCrissinger
@SarahCrissinger

A3 really hard balance here. I usually say "x person had a great idea about that" but also don't want to call out ppl for ideas #critlib



3 YEARS AGO



Donna Witek

donna@donnawitek
@donnawitek

A3 This makes me think of another thing I try to do: I acknowledge the affective part of the process in my own contributions #critlib



3 YEARS AGO



Donna Witek

donna@donnawitek
@donnawitek

Thus (hopefully?) inviting others to either do the same, or, at least feel welcome to even *have* an affective, human response #critlib



3 YEARS AGO



Kelly McElroy

kellymce@kellymce
@kellymce

A3: what Tran says abt calling in is valuable here, if you are invested in the relationship. #critlib



3 YEARS AGO



Emily Drabinski

@edrabinski

A3 If it's been said, no law you have to repeat it just because you agree. #critlib



3 YEARS AGO



Kelly McElroy

kellymce@kellymce
@kellymce

@edrabinski I'm pretty into twinkle fingers to show agreement, instead. #critlib



3 YEARS AGO



Patrick Williams

activitystory

tbh my answer to many of these is "have rules/make them clear" bc I'm an introvert who needs them in group settings #critlib



3 YEARS AGO



Patrick Williams

activitystory

@tmillerLibrary enforcing's for the extroverts! :) Yes, they need to be agreed upon and taken seriously #critlib



3 YEARS AGO



Kelly McElroy

kellymce

A3: also, suggest a more equitable option, "hey, cld we discuss this in pairs then come back to the larger group to compile ideas?" #critlib



3 YEARS AGO



Gina Schlesselman-Ta

ginaschless

Time to write thoughts before put on spot to speak can help. #critlib



3 YEARS AGO



Kelly McElroy

kellymce

@ginaschless good point! I like something vaguer like, "we haven't heard from anyone on this side of the table..." #critlib



3 YEARS AGO



rachel mattson

@captain_maybe

#critlib twitter.com/schomj/status/...



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

@schomj @captain_maybe ooh, love that. #critlib



3 YEARS AGO



Donna Witek

donnarosemary@donnarosemary

@captain_maybe ohhhh I was ruminating on what place, if any, a code of conduct for a lib org might have in tonight's #critlib topic



3 YEARS AGO



Alycia Sellie

alyciaicyla@alyciaicyla

@donnarosemary @captain_maybe another #critlib?



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

A3: also, if there is a repeat offender, find a way to approach them (or an ally who knows them) to address outside the mtg. #critlib



3 YEARS AGO



Ian Beilin

ibeilin @ibeilin

@kellymce what if the repeat offender has some kind of power over you? #critlib



3 YEARS AGO



DJ Dublin Hardcore

@Gaymerbrarian

@ibeilin @kellymce that's a big part of A2: real or perceived power can silence voices, not even just direct action #critlib



3 YEARS AGO



Kelly McElroy

kellymc@kellymce

@ibeilin then I get all Machiavellian and figure out what allies I have. Like maybe THEIR boss? Being subtle helps, of course. #critlib



3 YEARS AGO



Kelly McElroy

kellymc@kellymce

@ginaschless @ibeilin also, playing dumb can help. "I noticed xyz...is that so?" #critlib



3 YEARS AGO



Franny Gaede

mfgaed@mfgaede

A3: Probably wouldn't be okay calling out a facilitator. Might speak w someone afterward, but would probably hide behind email. #critlib



3 YEARS AGO

Question 4: How might we apply feminist/anti-racist theory in discussions? Could librarians adapt/apply the Aorta guidelines? #critlib



Alycia Sellie

alyciaicyla@alyciaicyla

Q4. How might we apply feminist/anti-racist theory in discussions? Could librarians adapt/apply the AORTA guidelines? #critlib



3 YEARS AGO



Dinah Handel

@DinahHandel

A4 lol, sometimes im like all for dudes just never talking in meetings at all #misandry #critlib



3 YEARS AGO



Kelly McElroy

kellymc@kellymce

A4: I feel lucky, I think many of my colleagues would be interested in looking at this kind of document and discussing it. #critlib



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

A4: if yer in instruction, perhaps introduce it in that context? Many of these tools apply in teaching, too. [#critlib](#)



3 YEARS AGO



Franny Gaede

mfgaed@mfgaede

A4: Speaking of unprepared... I didn't do the readings. Actually, I didn't know there were readings! Do want. Are they in the sched? [#critlib](#)



3 YEARS AGO



DJ Dublin Hardcore

@Gaymerbrarian

[@mfgaede](#) usually they're in the [#critlib](#) google doc to which I have no link!



3 YEARS AGO

Question 5: What resources have you used for facilitation? How have you taught yourself to consciously facilitate? [#critlib](#)



rachel mattson

@captain_maybe

Q5. What resources have you used for facilitation? How have you taught yourself to consciously facilitate? [#critlib](#)



3 YEARS AGO



Ian Beilin

ibeilin @ibeilin

A5: this [#critlib](#) is a resource that will help a lot in the future!



3 YEARS AGO



Donna Witek

donna@donnawitek

[@ibeilin](#) metaaaaa [#critlib](#) but true! even pointing to evidence that practioners are discussing this w/ intention!



3 YEARS AGO



Dinah Handel
@DinahHandel


a5 I learned facilitation w/activists in HS using "one mic one diva" style group ground rules, & its stayed w/me. #critlib

 3 YEARS AGO



Dinah Handel
@DinahHandel

a5 also feel like i have attended so many types of events, experiencing makes me realize good styles/bad styles #critlib

 3 YEARS AGO



DJ Dublin Hardcore
@Gaymerbrarian

.@DinahHandel reflecting on our good & bad experiences & generating meaningful change in our self spaces #critlib

 3 YEARS AGO



Alycia Sellie
alyciaicyla

Q5 is an easy librarian question! Get your bibliographies out! #critlib

 3 YEARS AGO



Renaine Julian
Renaino

A5: add agenda items that spark input Example: round robin, project updates, thoughts on "x" project #critlib

 3 YEARS AGO



kyle shockey
@kshockey04

a5 biggest thing for me was the people's microphone at occupy chicago. #critlib

 3 YEARS AGO



kyle shockey
@kshockey04

a5 helps to think about how to implement verbal feedback and include the entire group in constructive attention. [#critlib](#)

 3 YEARS AGO



Sveta Stoytcheva
oksveta@oksveta

a5 soliciting constructive feedback from trusted peers helps, evn private reflection on meeting w/"what cld i improve" in mind [#critlib](#)

 3 YEARS AGO



DJ Dublin Hardcore
@Gaymerbrarian

A5 my Reslife resident advisor training modeled discussions after strategies we were encouraged to use ourselves. [#critlib](#)

 3 YEARS AGO



Charissa Powell
AskCharissa

[@Gaymerbrarian](#) I did my grad assistantship in ResLife and for the most part, they were so good about facilitation! [#critlib](#)

 3 YEARS AGO



Barnard Library
barnlib @barnlib

Q5: I learned a lot from RNC protest planning in aught four, but somehow don't think to use techniques overtly in staff mtgs. [#critlib](#)

 3 YEARS AGO



Gina Murrell
GinaMurrell1

A5. For me, just being aware of body language/tone of voice and who's participating/who isn't has helped me consciously facilitate. [#critlib](#)

 3 YEARS AGO



Alycia Sellie

alyciaicyla alyciaicyla

A5 I've taught myself about facilitation mostly through my own frustrations, so this [#critlib](#) has been good to think more constructively



3 YEARS AGO



Tim Miller

@tmillerLibrary

A5: Honestly, through trial and error- being given constructive feedback when I misbehave and working with others. It's a process [#critlib](#)



3 YEARS AGO



rachel mattson

@captain_maybe

A5 yeah i always feel like folks who've done organizing work = best facilitators. folks who've never left the ivory tower=worst. [#critlib](#)



3 YEARS AGO



Emily Drabinski

@edrabinski

[@captain_maybe](#) Agreed. I love when movement people end up in charge. [#critlib](#)



3 YEARS AGO



rachel mattson

@captain_maybe

academics sometimes forget that meetings are supposed to get things done. if they're not gonna get things done, DONT MAKE ME MEET [#critlib](#)



3 YEARS AGO



Barnard Library

barnlib @barnlib

A5: I've learned not to expect faculty to get things done. Give them discussion Q to guide decision making. [#critlib](#) [twitter.com/captain_maybe/...](https://twitter.com/captain_maybe/)



3 YEARS AGO



Ian Beilin
ibeilin @ibeilin

@captain_maybe Ah, now I know what my problem has been! #critlib



3 YEARS AGO



Sveta Stoytcheva
oksveta@oksveta

.@captain_maybe turns into "meeting to schedule our next meeting" ad infinitum #critlib



3 YEARS AGO



Donna Witek
donna@donna, rosemary

Or, the fifth circle of hell... #critlib twitter.com/oksveta/status...



3 YEARS AGO



Kelly McElroy
kellymce@kellymce

Also in all of this, humor totally helps. People are less receptive to livid criticism, much more open to clever, funny critique, #critlib



3 YEARS AGO



DJ Dublin Hardcore
@Gaymerbrarian

A5 so: when we facilitate, discussing the meaning behind facilitating actions as we do them. Reflect while enacting. #critlib



3 YEARS AGO



kyle shockey
@kshockey04

I have also learned a lot tonight from #critlib and from my previous experience as a high school teacher.



3 YEARS AGO



DJ Dublin Hardcore

@Gaymerbrarian

.@kshockey04 yes! I hadn't considered this an thing to examine critically, but librarians organize not just items. #critlib



3 YEARS AGO



rachel mattson

@captain_maybe

@kshockey04 yes, good teachers are also good facilitators #critlib



3 YEARS AGO



Donna Witek

donna@donnawitek
donnawitek@rosemary

A5 Thinking aloud here: I know 1 thing I do is articulate mtg goals clearly for all. Maybe instead construct goals together at beg? #critlib



3 YEARS AGO



Sady Sullivan

Sadyoh@Sadyoh

Not sure if I can jump in having just stumbled upon... but A5: Book by Belenky et al: A Tradition that Has No Name & #critlib



3 YEARS AGO



Franny Gaede

mfgaede@mfgaede

A5: @m_kahn led an amazing session at this year's #lpforum that introduced me to a number of facilitation techniques I didn't know. #critlib



3 YEARS AGO



Count Dante

countdante@countdante67

A5: My pt stint as a circus mime really helped my facilitation skills. #critlib



3 YEARS AGO



Sarah Crissinger

SarahCrissinger

A5 trying to be transparent about intentions so others can see why I am asking spec ?. Learning from others on fac skills [#critlib](#)



3 YEARS AGO



Gina Murrell

GinaMurrell1

[@tmillerLibrary](#) Yes! Setting ego aside & being open to constructive criticism will very much improve future meetings/discussions. [#critlib](#)



3 YEARS AGO



Kelly McElroy

kellymce

A5: community organizing of diff't kinds helps. Also (nerdalert!) doing Odyssey of the Mind as a kid taught me to keep it rolling. [#critlib](#)



3 YEARS AGO



DJ Dublin Hardcore

@Gaymerbrarian

.[@kellymce](#) OM I KNEW I liked you!!! I feel this in my bones. [#critlib](#)



3 YEARS AGO



Kelly McElroy

kellymce

Also while I'm talking about OM, my coach also helped me get my first library gig, and wrote a letter of rec for my LIS program, so [#critlib](#)



3 YEARS AGO



rachel mattson

@captain_maybe

sometimes its just about remembering to have "next steps" on the agenda [#critlib](#)



3 YEARS AGO



DJ Dublin Hardcore

@Gaymerbrarian

@oksveta @captain_maybe we'll table this... I.e. we'll never hear about it again #critlib

 3 YEARS AGO



Aliqae Geraci

aliqaesong@aliqaesong

A5: political origins r in consensus-based orgs, used the old ACT-UP guidelines that still help in maneuvering, in and out of work #critlib

 3 YEARS AGO



Kelly McElroy

kellymce@kellymce

A5: also, absorbing from the great facilitators in my life. @barnlib, yer on that list! #critlib

 3 YEARS AGO



Donna Witek

donnawitek@donnawitek

A5 Another thing I do/have done is check in w/folks after a mtg I facilitate, esp those w/more experience, & ask for explicit feedback #critlib

 3 YEARS AGO



kyle shockey

@kshockey04

A question to mull over later for self and others: where can you build in facilitation exp in the curriculum? #critlib

 3 YEARS AGO



Sveta Stoytcheva

oksveta@oksveta

.@kshockey04 When you ask students to lead discussion, give them tools like tonight's readings. #critlib

 3 YEARS AGO



Sveta Stoytcheva

oksveta@oksveta

a ? also important to make space for people for nonverbal forms of consensus building. ideas?

[#critlib](#)



3 YEARS AGO



Gina Murrell

GinaMurrell1

[@oksveta](#) Yes! Not everyone is comfortable speaking in a group. Be open to further communicate via email after the mtg/discussion. [#critlib](#)



3 YEARS AGO



Sveta Stoytcheva

oksveta@oksveta

[.@GinaMurrell1](#) yes! or including short writing exercises, drawing, post-it note maps? other things w/in the meeting itself. [#critlib](#)



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

A5: also, bless those who send out a complete-ish agenda the day before. I'm not always one, but I so appreciate it. [#critlib](#)



3 YEARS AGO



Aliqae Geraci

aliquaesong

[@kellymce](#) I am such a big fan of the 'no agenda no meeting' school of thought but must have certain amt of power to invoke it [#critlib](#)



3 YEARS AGO



Barnard Library

barnlib @barnlib

Random Q: how do you get yourself to stfu/make room for others when you're excited about a topic & [think you] have good ideas? [#critlib](#)



3 YEARS AGO



Donna Witek

donna@donnarosemary

@barnlib I start by acknowledging my own excitement, as a disclaimer, & as signpost that I'm open to chat more abt it outside mtg #critlib



3 YEARS AGO



Lisa Hinchliffe

lisalibra@lisalibrarian

@barnlib I literally push my back into the back of my chair. Physical positioning makes it harder to keep talking. #critlib



3 YEARS AGO



Franny Gaede

mfgaed@mfgaede

@barnlib I write frantically. If the idea happens before the meeting & there isn't time, I'll send it to people ahead of time. #critlib



3 YEARS AGO



Franny Gaede

mfgaed@mfgaede

@barnlib If it happens during the meeting, I can often keep myself from frothing over by getting the big ideas down on paper. #critlib



3 YEARS AGO



Tim Miller

@tmillerLibrary

@barnlib Write notes to self and follow up after the meeting. You don't have to say it all at that one moment in time. #critlib



3 YEARS AGO



Aliqae Geraci

aliquaesong@aliquaesong

@barnlib I try to count how many times + how long I talk + stfu. But that can fly out the window when there's an aggressive talker #critlib



3 YEARS AGO



Aliqae Geraci

aliquaesong@aliquaesong

@barnlib Also, I try to channel enthusiasm into interest in quieter folks opinions, i.e. asking people what they think #critlib



3 YEARS AGO



Sveta Stoytcheva

oksveta@oksveta

@barnlib this is hard for me too. especially if others are quiet. need to resist urge to fill space when you have something to say #critlib



3 YEARS AGO



Tim Miller

@tmillerLibrary

@oksveta @barnlib I often find myself on both sides & know how useful 2 sec of silence can be. As an introvert I need that silence. #critlib



3 YEARS AGO



Lisa Hinchliffe

lisalibrarian@lisalibrarian

Sometimes consensus isn't possible. I ask for /promise others "disagree but commit" - I got heard but didn't get my way. Move on. #critlib



3 YEARS AGO



rachel mattson

@captain_maybe

#critlib twitter.com/Sadyoh/status/...



3 YEARS AGO



DJ Dublin Hardcore

@Gaymerbrarian

I feel weird on #critlib sometimes b/c I'm not always speaking from exp, but from where I suddenly connect dots.



3 YEARS AGO



Donna Witek

donna@seanrosmary

@Gaymerbrarian story of my life in these chats #critlib #dotconnecting4lyfe



3 YEARS AGO



Lisa Hinchliffe

lisalibr@aisalibrarian

@Gaymerbrarian doesn't seem like anything wrong with that - thinking is a kind of experience (Kolb Experiential Learning Theory) #critlib



3 YEARS AGO



DJ Dublin Hardcore

@Gaymerbrarian

Thank you, everyone on #critlib, for contributing in a thoughtful way, that helps me understand and articulate my own ideas.



3 YEARS AGO



DJ Dublin Hardcore

@Gaymerbrarian

Another dot: successful facilitation is community effort. Common goal, willing to share and listen. Twitter chats require that #critlib



3 YEARS AGO



kyle shockey

@kshockey04

A musing: in my ed training, even trying to embrace Freirian model, focus was on "discipline & control", not class facilitation. #critlib



3 YEARS AGO



rachel mattson

@captain_maybe

@kshockey04 so true #critlib




3 YEARS AGO


 **Lisa Hinchliffe**
lisalibr@lisalibrarian

@kshockey04 A reason that course is called "classroom management" not "empowering participation"? :) #critlib

 3 YEARS AGO


 **Kelly McElroy**
kellymce@kellymce

A5: also, I'm pretty into @EdwardTufte's approach to meetings that are abt disseminating info. #critlib

 3 YEARS AGO

Meeting adjourned! Thanks everyone (Apologies for the bad pun, though...)

Also! [#critlib](#) pitches.

 **Kelly McElroy**
kellymce@kellymce


Keep on chatting, but to respect yer time, our hour is just about up, so feel free to throw out a #Critlib pitch!

 3 YEARS AGO

 **Ian Beilin**
ibeilin @ibeilin

Thanks @captain_maybe @kellymce and @alyciaicyla !! #critlib

 3 YEARS AGO

 **Kelly McElroy**
kellymce@kellymce

My #Critlib pitch is that all MLIS students shld submit to the Braverman Prize: progressivelibrariansguild.org/content/award... Deadline is May 1, get stuff in!!

 3 YEARS AGO

 **Donna Witek**
donna@donnawitek

Because I'm hella burnt out right now, I am #critlib pitching @mariataccardi's #infolit instrucion burnout project: ...braryinstructionburnout.wordpress.com

 3 YEARS AGO



Franny Gaede

mfgaed@mfgaede

We're having intense e-discussion about a student project & I'm plotting a face-to-face meeting. This [#critlib](#) is SO helpful for planning.



3 YEARS AGO



Emily Drabinski

@edrabinski

Thx [@alyciaicyla](#) [@captain_maybe](#) and [@kellymce](#) for a fab [#critlib](#). Really appreciate the concreteness of the discussion!



3 YEARS AGO



Barnard Library

barnlib @barnlib

Gotta go. Thanks mods for great questions & [I hear] great readings! [@alyciaicyla](#) [@captain_maybe](#) [@kellymce](#) [#critlib](#)



3 YEARS AGO



Donna Witek

donnarosemary@donnarosemary

And yes, thanks to the mods tonight for hosting--lots to think about and try out at the next meeting I attend [#critlib](#) G'night all!



3 YEARS AGO



Tim Miller

@tmillerLibrary

Thanks everyone- this was a nice way to share/learn about different perspectives! [#critlib](#)



3 YEARS AGO



Alycia Sellie

alyciaicyla@alyciaicyla

Thanks to all who participated in [#critlib](#) tonight, esp. my great co-moderators [@kellymce](#) and [@captain_maybe](#) !!



3 YEARS AGO



Franny Gaede

mfgaede@mfgaede

Echoing thanks to [@alyciaicyla](#), [@captain_maybe](#) & [@kellymce](#) for an excellent [#critlib](#). Am going to be applying almost instantly!



3 YEARS AGO



Sarah Crissinger

SarahCrissinger@SarahCrissinger

Have to head out but so thankful for [@alyciaicyla](#), [@captain_maybe](#), [@kellymce](#) for prov fab readings and FACILITATING great convo :) [#critlib](#)



3 YEARS AGO



DJ Dublin Hardcore

@Gaymerbrarian

Pitch: followup about facilitating programming? Mostly we talked about institution/organization, not "laypeople" [#critlib](#)



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

[@Gaymerbrarian](#) tell me more! Or better yet, fill out the form: google.com/url?q=http%3A%... [#critlib](#)



3 YEARS AGO



rachel mattson

@captain_maybe

thanks you guys, this was awesome. and thx [@alyciaicyla](#) + [@kellymce](#) who are A++ i <3 [#critlib](#)! even tho i am actually a [#critarchivist](#)



3 YEARS AGO



Maura Smale

mauraweb@mauraweb

Great chat tonight folks, many thanks to [@captain_maybe](#) [@alyciaicyla](#) and [@kellymce](#) for moderating. Will def return to this l8r. [#critlib](#)



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

High-five to @alyciaicyla and @captain_maybe for a sweet triad of moderation tonight! #critlib
I learned a lot from everyone!



3 YEARS AGO



Patrick Williams

activitystory@activitystory

@alyciaicyla @kellymce @captain_maybe great job, y'all. Loved the readings & will be sharing them #critlib



3 YEARS AGO



Gina Murrell

GinaMurrell1@GinaMurrell1

Another excellent #critlib chat! Thank you @captain_maybe, @kellymce and @alyciaicyla for moderating! [High five]



3 YEARS AGO



Kelly Wooten

kellywooten@kellywooten

@kellymce @barnlib @edrabinski I rarely have the brains to participate in #critlib but I <3 you and yr feelings/ideas about mtgs.



3 YEARS AGO



Charissa Powell

AskCharissa@AskCharissa

really enjoyed #critlib tonight - thanks @alyciaicyla @captain_maybe @kellymce thanks for moderating :)



3 YEARS AGO



kyle shockey

@kshockey04

a+ #critlib ing thanks to @captain_maybe, @kellymce, @alyciaicyla




3 YEARS AGO



Tim Miller
@tmillerLibrary

One last thought- be aware that some folks need time to process & plan collab. exercises w time @ beg. to mill things over. #critlib

 3 YEARS AGO



Sveta Stoytcheva
oksveta@oksveta

a little late on this (en route home), but thanks mods & all for such a great #critlib. lots of useful takeaways from this one.

 3 YEARS AGO

Fin.