

by Charlotte Price 3 years ago


# #critlib chat: critical with love

Storify of the #critlib chat from 7/28/2015 about calling in/out, moderated by @barnlib. For more information about #critlib, including past & future chats, see <http://tinyurl.com/critlibx>


[Borrowing from [@oksveta](#)'s disclaimer: I attempted to include all of the relevant tweets from the chat and put them together. Retweets, favorites, & tweets without the hashtag are omitted on purpose. Misreadings and all other mistakes are all my own.]

Recommended reading:


Trần, Ngọc Loan. "Calling IN: A Less Disposable Way of Holding Each Other Accountable." *Black Girl Dangerous*. December 18, 2013. Accessed July 15, 2015. [blackgirldangerous.org/2013...](http://blackgirldangerous.org/2013...)

 **Barnard Library**  
barnlib @barnlib


Hellooooo [#critlib](#)! Intros please & feel free to share where to you work/school/whatever, and what is your #1 [#critlib](#) distraction?


 3 YEARS AGO

Introductions: **Who are you, where to you work/school/whatever, and what is your #1 [#critlib](#) distraction?**


 **Barnard Library**  
barnlib @barnlib

I'm Jenna, tonight's mod, tweeting from NYC and distracted by a reference tweet that came in two minutes ago. [#critlib](#)

 3 YEARS AGO

 **Kenny Garcia**  
kennygarcia @kennygarciamlis

Kenny Garcia, Ref & Instruction Librarian, Cal State - Monterey Bay; [#critlib](#) discussion first timer

 3 YEARS AGO



**Gina Schlesselman-Ta**

ginaschless

Gina, Inst and Ref Lib in SoCal. [#critlib](#) distraction right now is prep for upcoming class



3 YEARS AGO



**Megan Watson**

meganjcausajwatson

Home just in time for [#critlib](#), huzzah! Megan, instruction librarian, near Seattle, distracted by the Berlin Phil :)



3 YEARS AGO



**April Hathcock**

AprilHathcock

Hi there! April, academic librarian in NYC. My number 1 distraction right now is still Foucault. Just finished reading D&P. [#critlib](#)



3 YEARS AGO



**James**

modbrarian

Hi [#critlib](#) I am James a ref + inst librarian at the University of Wisconsin-Whitewater. Distracted because I do this Tuesday nights at work



3 YEARS AGO



**Netanel Ganin**

OpOnions

Hey [#CritLib](#), I'm a metadata/cataloger from Boston



3 YEARS AGO



**Netanel Ganin**

OpOnions

Oh hah, Number 1 [#CritLib](#) distraction? the knowledge that my bedtime is 9



3 YEARS AGO



**Gina Murrell**

GinaMurrell1

Hi! I'm Gina & I work at Univ of Oregon Libraries. My #1 distraction is worrying about dropped Internet connection during [#critlib](#) chats!



3 YEARS AGO



**Kevin Seeber**

kevinseeber

Hi [#critlib](#)! Kevin here. Academic instruction person in Denver. Lots of cats distracting me. Always cats. [#librarianstereotype](#)



3 YEARS AGO



**Baharak Yousefi**

BaharakY

Hello! I'm Baharak. Academic lib from Vancouver, BC. [#critlib](#)



3 YEARS AGO



**Sue Wortman**

@LibrarySW

This is Sue from @UMichLibrary tuning in to [#critlib](#) for the first time tonight.



3 YEARS AGO



**Sue Wortman**

@LibrarySW

[#critlib](#) distraction? My ancient dog, Rosey.



3 YEARS AGO



**Maura Smale**

mauraweb

Hi [#critlib](#), I'm Maura from an academic library in Brooklyn, psyched to be here tonight (having a busy summer), distracted by the internetz.



3 YEARS AGO



**Lisa Hinchliffe**

lisa@barnlib.org

@barnlib looking forward to tonight's topic. Lisa, instruction coord at UIUC. Honestly, usually  
🍷! #critlib



3 YEARS AGO



**Karla Strand**

logansr@uiowa.edu

Karla Strand, Gender&Women's Studies Libn for Univ of WI System. Wut up #Critlib? Been awhile but finishing the #dissertation. @GWSLibrarian



3 YEARS AGO



**Karla Strand**

logansr@uiowa.edu

oh and the dissertation is the distraction... #critlib



3 YEARS AGO



**Patricia Gimenez**

TriciaGimenez@uconn.edu

I'm Patricia - ref and instruction in Savannah. New to #critlib! Only distraction is figuring out hootsuite.



3 YEARS AGO



**Kimberly Britt**

kimster@uconn.edu

Hey! #critlib Kimberly or Kimster here, aspiring librarian from GA. My distraction is I am still at work...and also candy crush.



3 YEARS AGO



**Ellen MacInnis**

ecmacinnis@rutgers.edu

Hi #critlib! Ellen, pt circ desk assistant at an academic library, MLIS student at Rutgers. They/them pronouns. Mostly lurking tonight!



3 YEARS AGO



**Ryan P. Randall**

foureyed4u foureyedsoul

Hi [#critlib](#)! Ryan, currently in Bloomington, Indiana. No 1 distraction is usually whatever's happening in other columns of tweetdeck.



3 YEARS AGO



**Al B**

Bigggggg\_Bigggggg\_Al

Hi from North Carolina! New to [#critlib](#), new to being an academic librarian.



3 YEARS AGO



**Emily Drabinski**

@edrabinski

Hi [#critlib](#)! Typing from Brooklyn, excited to be moderated by [@barnlib](#) tonight!



3 YEARS AGO



**Eira Tansey**

eiratansye eiratansye

[@barnlib](#) Eira (rhymes with Sara) archivist dialing in from the Midwest. Will mostly be listening in to [#critlib](#) tonight



3 YEARS AGO



**Jennifer Vinopal**

jvinopal@jvinopal

Hi [#critlib](#)! Librarian at NYU here



3 YEARS AGO



**Andrew Battista**

rawdeal85 rawdeal85

Late to [#critlib](#)!



3 YEARS AGO



**Oliver Bendorf**

ohbendorf ohbendorf

Hi [#critlib](#)! I'll be sporadic (office hrs) but wanted to say hi after a few wks of lurking. Recent Wisconsin MLIS, poet, artist, trans guy.



3 YEARS AGO

Q1 Read the reading if you haven't already. [blackgirldangerous.org/2013/12/calling-in/](https://blackgirldangerous.org/2013/12/calling-in/) #critlib If you have, look at pandas for a minute. [panda gif]



**Barnard Library**

barnlib @barnlib

Since I rarely do the #critlib readings ahead of time myself, I'm giving y'all a few minutes to do this one now. [blackgirldangerous.org/2013/12/calling-in/](https://blackgirldangerous.org/2013/12/calling-in/)



3 YEARS AGO



Q1 Read the reading if you haven't already. [blackgirldangerous.org/2013/12/calling-in/](https://blackgirldangerous.org/2013/12/calling-in/) #critlib If you have, look at pandas for a minute. [pic.twitter.com/mlJw38uBfU](https://pic.twitter.com/mlJw38uBfU)



BARNARD LIBRARY @BARNLIB · 3 YEARS AGO

Q2 Is "calling in" or general kindness a priority tactic in a critical library? Why or why not?



**April Hathcock**

AprilHathcock

A2: I don't know if I'd equate "calling in" w/ "general kindness." You can call out kindly. But sometimes you just call in. #critlib



3 YEARS AGO



**Barnard Library**

barnlib @barnlib

@AprilHathcock Interesting point! I was equating the two and mostly thinking of calling out that happens less kindly. #critlib



3 YEARS AGO



**April Hathcock**

AprilHathcock

@barnlib Gotcha. In that case, I say kindness is always a must. But kindness != unhurt feelings. Kind truth can still hurt. #critlib



3 YEARS AGO



**Barnard Library**

barnlib @barnlib

Exactly, but the criticism can be shared from a place of empathy, rather than anger. Best case scenario. #critlib [twitter.com/AprilHathcock/...](https://twitter.com/AprilHathcock/)



3 YEARS AGO



**April Hathcock**

AprilHathcock

A2: For me, it's about who needs to hear it. Do others need the lesson? Then call out. Or can we just keep it b/w us? Then call in. #critlib



3 YEARS AGO



**Emily Drabinski**

@edrabinski

@AprilHathcock That's a really useful distinction. #critlib



3 YEARS AGO



**Kevin Seeber**

kevinseeber

A2- Think kindness has to be a priority in life, but even more so in #critlib. Issues are systemic, so aiming at individuals won't work.



3 YEARS AGO



**Barnard Library**

barnlib @barnlib

Is everyone distracted talking about their distractions or the reading? #critlib What do you think of "calling in" in librarianship?



3 YEARS AGO



**Patricia Gimenez**

TriciaGimenez

I interpreted "calling in" as constant mindfulness, and I would say that's always a priority in higher ed, yes. [#critlib](#)



3 YEARS AGO



**Ellen MacInnis**

ecmacinnis

A2: I hate to answer a question with another question, but what do we mean by 'kindness'? [#critlib](#)



3 YEARS AGO



**Ellen MacInnis**

ecmacinnis

B/c kindness is not always nice, or even friendly. I consider it a kindness when called on my -isms, b/c i can be a better person. [#critlib](#)



3 YEARS AGO



**Kevin Seeber**

kevinseeber

[@ecmacinnis](#) Guh. Such a good question. [#critlib](#)



3 YEARS AGO



**Kenny Garcia**

kennygarcia

A2 calling in requires community & trust. what if u don't have community where u work or trust that yr co-workers r self-reflective? [#critlib](#)



3 YEARS AGO



**Emily Drabinski**

@edrabinski

A2 What would calling in look like? Are we talking within [#critlib](#), or in libraries as a whole?



3 YEARS AGO





**Baharak Yousefi**

Baharak BaharakY

A2 I like the idea for [#critlib](#) b/c I think if it became an acceptable practice, it may make room for us all to stay longer & invest more.



3 YEARS AGO



**Sue Wortman**

@LibrarySW

Calling in always seems like a better better place to start than calling out. She says calling out can be about insecurities [#critlib](#)



3 YEARS AGO



**Megan Watson**

meganjwatson meganjwatson

A2: Ideally, I think of the critical library as a learning community, & in that sense, all for calling in. [#critlib](#)



3 YEARS AGO



**Megan Watson**

meganjwatson meganjwatson

A2 cont. But when the context shifts (as it can) to something that's not about learning/listening, I'm about calling out [#critlib](#)



3 YEARS AGO



**Ryan P. Randall**

foureyedsoul foureyedsoul

A2 Seems so. Can be an inclusive way of addressing problematic behavior w focus on behaviors & outcomes instead of guilt or egos [#critlib](#)



3 YEARS AGO



**Ellen MacInnis**

ecmacinnis ecmacinnis

Also important to note that "be nice!" can shut down conversations really fast. Tone policing as a strategy for oppression. [#critlib](#)



3 YEARS AGO



**Baharak Yousefi**

Baharak BaharakY

@ecmacinnis Yes! I struggle with this issue. "Let's be respectful" before anyone has had an opportunity to speak can silence. #critlib



3 YEARS AGO



**Maura Smale**

maurawebmauraweb

.@ecmacinnis A2 Absolutely, and I think anticipating those tone police responses can make it hard to want to call in. #critlib



3 YEARS AGO



**Emily Drabinski**

@edrabinski

A2 The part of the reading abt how none of us is disposable resonated. Envisioning a critical space where we're all in it. #critlib



3 YEARS AGO



**Gina Murrell**

GinaMurrell1GinaMurrell1

A2 General kindness should be a priority tactic regardless. "Calling in" depends on your relationship to the person & workplace. #critlib



3 YEARS AGO



**Kimberly Britt**

kimstercatkimstercat

@barnlib I interpreted calling in as a meeting of the minds of two people who may have some disagreement. #critlib



3 YEARS AGO



**Gina Schlesselman-Ta**

ginaschlessginaschless

calling in also seems valuable if it's a relationship worth investing in/saving #critlib



3 YEARS AGO



**April Hathcock**

AprilHathcock

A2 The best is being able to call in AND HAVE THE PERSON CALL THEMSELVES AND THE LESSON OUT. So awesome when that happens. [#critlib](#)



3 YEARS AGO



**Barnard Library**

barnlib @barnlib

A2 I like to start with one-on-one calling in if I can, and am not too emotional. Escalate to calling out if necessary. [#critlib](#)



3 YEARS AGO



**Netanel Ganin**

OpOnions

A2 [#CritLib](#) I think it matters to whom you're speaking. A trusted friend/colleague maybe a call-in? The Library of Congress itself? Call out



3 YEARS AGO



**Ryan P. Randall**

foureyedsoul

A2.1 Seems aimed at preserving relationships & recognizing processes rather than making sharp divisions between good/bad, us/them [#critlib](#)



3 YEARS AGO



**Jennifer Vinopal**

jvinopal@jvinopal

If I understand the idea, calling in suggests willingness to engage, which I greatly appreciate. But requires trust. [#critlib](#)



3 YEARS AGO



**Kevin Seeber**

kevinseeber

@AprilHathcock Is it only calling out if there's an audience? [#critlib](#) [#actualquestion](#)



3 YEARS AGO



**April Hathcock**

AprilHathcock

[@kevinseeber](#) Good question. I think so. At least, that's how I treat it. [#critlib](#)



3 YEARS AGO



**April Hathcock**

AprilHathcock

[@edrabinski](#) Thanks! That's how I try to deal w/things. Am I calling out to teach? Or to shame? Requires self reflection too. [#critlib](#)



3 YEARS AGO



**Kevin Seeber**

kevinseeber

[@AprilHathcock](#) I hear you. To me, calling in seems grounded in mutual respect. Could call in w/ group, call out alone. [#critlib](#)



3 YEARS AGO



**Emily Drabinski**

@edrabinski

Calling in also seems like a chance to build a shared political analysis, if called in person is willing to be wrong. [#critlib](#)



3 YEARS AGO



**Kimberly Britt**

kimstercat

[@edrabinski](#) Or both parties have to be willing to find/reach common ground [#critlib](#)



3 YEARS AGO



**Lisa Hinchliffe**

lisaalib

[@edrabinski](#) Yes, challenge to build community even with those who we need to call in/out. Co-op experience so useful to me here. [#critlib](#)



3 YEARS AGO



**April Hathcock**

AprilHathcock

@kevinseeber I'm not sure I understand that. Is calling out abt speaking up w/o wanting to engage further? #critlib



3 YEARS AGO



**Ryan P. Randall**

foureyedsoul

@kevinseeber @AprilHathcock I get the sense that calling someone out is a public statement vs calling in as more interpersonal work #critlib



3 YEARS AGO



**Ellen MacInnis**

ecmacinnis

@AprilHathcock @kevinseeber this is not how I understand the term and so this convo is a little confusing for me. #critlib



3 YEARS AGO



**April Hathcock**

AprilHathcock

@foureyedsoul @kevinseeber Yeah, that's how I see it. But Kevin's take is intriguing me. #critlib



3 YEARS AGO



**Ryan P. Randall**

foureyedsoul

@AprilHathcock @kevinseeber I agree; I think he's onto something. I think it's also about whether share good intentions / "faith" #critlib



3 YEARS AGO



**Barnard Library**

barnlib @barnlib

@ecmacinnis Ha--that's true, but for me at least, hard to navigate. Anger is scary to me. Empathy, and self-erasure, is natural. #critlib



3 YEARS AGO



**Ellen MacInnis**

[ecmacinnis](#) [@ecmacinnis](#)

[@barnlib](#) Would argue that anger and empathy are not mutually exclusive! [#critlib](#)



3 YEARS AGO



**April Hathcock**

[AprilHathcock](#) [@AprilHathcock](#)

[@ecmacinnis](#) [@barnlib](#) I get what Jenna's saying, but I wholeheartedly agree w/you, Ellen! That's where that self-reflection is impt. [#critlib](#)



3 YEARS AGO



**April Hathcock**

[AprilHathcock](#) [@AprilHathcock](#)

[@ecmacinnis](#) [@barnlib](#) There is where tone policing can creep in. "You must have spoken unkindly bc my feelings are hurt!" [#critlib](#)



3 YEARS AGO



**Ellen MacInnis**

[ecmacinnis](#) [@ecmacinnis](#)

[@AprilHathcock](#) [@barnlib](#) Or, "you weren't nice to me, therefore your arguments against transphobia are invalid" [#critlib](#)



3 YEARS AGO



**Ellen MacInnis**

[ecmacinnis](#) [@ecmacinnis](#)

[@AprilHathcock](#) [@barnlib](#) "you weren't nice enough to me so now I don't see why I should treat you like a human being" [#critlib](#)



3 YEARS AGO



**Emily Drabinski**

[@edrabinski](#)

The part where we're mostly disposable to our institutions, that's a bummer. [#critlib](#)  
[#latecapitalism](#) [#evenwithaunion](#)



3 YEARS AGO



**Sue Wortman**

@LibrarySW

"When we shut each other out we make clubs of people who are right and clubs of people who are wrong..." #critlib



3 YEARS AGO



**Kevin Seeber**

kevinseeber @kevinseeber

@AprilHathcock @foureyedsoul I read it as "how I can I bring them in" rather than "how can I tell them they are outside." #critlib



3 YEARS AGO



**April Hathcock**

AprilHathcock @AprilHathcock

@ecmacinnis @kevinseeber How do you understand it, Ellen? I know my take isn't universal. Interested in others. #critlib



3 YEARS AGO



**Barnard Library**

barnlib @barnlib

I'm sorry if my last-minute addition of "kindness" to Q2 got us off track. But the discussion of the distinction is useful. #critlib



3 YEARS AGO

### Q3 What might "calling in" look like in a critical classroom, service point, or staff interaction?



**Barnard Library**

barnlib @barnlib

Let's get specific! Q3 What might "calling in" look like in a critical classroom, service point, or staff interaction? #critlib



3 YEARS AGO



**Kenny Garcia**

kennygarcia @kennygarciamls

A3 pre calling-in discussion is needed. everyone needs 2 understand & b willing participant in process, or at least open 2 change #critlib



3 YEARS AGO



**Megan Watson**

meganjwatson

Q3: @PeaBriddy & I actually used this post as part of a microaggressions training we did w/our staff. In a we-all-need-to-learn... #critlib



3 YEARS AGO



**Megan Watson**

meganjwatson

Q3 cont ...and we-all-make-mistakes, but-we-all-also-see-eachother-everyday kinda way. Calling-in felt more sustainable #critlib



3 YEARS AGO



**Ryan P. Randall**

foureyedsoul

A3 Maybe: "Don't you mean {preferred term}?" They might genuinely be unfamiliar w issues or already trying to be more inclusive... #critlib



3 YEARS AGO



**Netanel Ganin**

OpOnions

Q3 #CritLib Staff interactions, I find I can 'call-in' better through email, after the fact. I do not do face-to-face charged sitch well.



3 YEARS AGO



**Ryan P. Randall**

foureyedsoul

@OpOnions Possibly to patrons as well. Espec. if, felicitously, it's a more useful search term! "Oriental" vs "Asian-American" #critlib



3 YEARS AGO



**Gina Murrell**

GinaMurrell1

A3 Anytime you critique someone's behavior, it's best to focus on "I" statements: "I felt uncomfortable when..", "My sense was..." #critlib



3 YEARS AGO





**Baharak Yousefi**

BaharakY BaharakY

A3 I would consider myself called in if the person is willing to engage with me/teach me & called out if they're not. [#critlib](#)



3 YEARS AGO



**Baharak Yousefi**

BaharakY BaharakY

A3 To add to LT that I'm not always deserving of being called in. I've been called out & it gave me the kick in the ass I needed. [#critlib](#)



3 YEARS AGO



**Ellen MacInnis**

ecmacinnis ecmacinnis

@BaharakY I guess what bothers me here is doesn't this put the onus of education on the oppressed person doing the calling in/out? [#critlib](#)



3 YEARS AGO



**Lisa Hinchliffe**

lisalibrarian lisalibrarian

@BaharakY this is interesting idea. in/out as experienced vs intended. Hmmm... could be matrix in/in, in/out, out/out, out/in [#critlib](#)



3 YEARS AGO



**Sue Wortman**

@LibrarySW

I work with social work students- they know all about calling in/calling out but get frustrated by "the system" when they call out. [#critlib](#)



3 YEARS AGO



**Barnard Library**

barnlib @barnlib

@ecmacinnis @LibrarySW Is that always the thing? And a frequent cause of the need to find common understanding with someone. [#critlib](#)



3 YEARS AGO



**April Hathcock**

AprilHathcock

@ecmacinnis @BaharakY Oh well I think that's a given in this whole convo. Which is another area worth teasing out. Maybe another #critlib?



3 YEARS AGO



**Kevin Seeber**

kevinseeber

@BaharakY Likewise, I've been in both situations. I think calling in made me a better me but getting called out still helped a ton. #critlib



3 YEARS AGO



**April Hathcock**

AprilHathcock

@kevinseeber @foureyedsoul I see. I define both in terms of being constructive. It should never be about keeping ppl out. #critlib



3 YEARS AGO



**April Hathcock**

AprilHathcock

Interesting. Bc to me, if I'm going to call in/out, I need to be willing to teach/engage. #critlib  
[twitter.com/BaharakY/statu...](https://twitter.com/BaharakY/status/1084444444444444444)



3 YEARS AGO



**Netanel Ganin**

OpOnions

LT #CritLib per Ngoc, "I don't propose practicing "calling in" in opposition to calling out." not a binary



3 YEARS AGO





**Netanel Ganin**



OpOnions



Liking this disc. #CritLib, per @ecmacinnis, import. to remember that "calling out" may hurt feelings, but that's not the focus



3 YEARS AGO



 **Ryan P. Randall**  
foureyed4souls foureyedsoul  
@AprilHathcock @kevinseeber They're both constructive! Calling out is just much more likely to escalate emotions in short term #critlib  
 3 YEARS AGO


 **Barnard Library**  
barnlib @barnlib  
@kevinseeber @BaharakY I've called in with success, but it's also gone badly, when the person was unwilling to be reflective. #critlib  
 3 YEARS AGO

 **April Hathcock**  
AprilHathcock AprilHathcock  
@jvinopal @ecmacinnis @BaharakY Yes! That's impt to keep in mind, too. How to share the burden w/those willing. #critlib  
 3 YEARS AGO

**Q4 How should a person with white (e.g.) privilege respond to a call out or call in from a POC, vs. another white person (e.g.)?**

 **Gina Schlesselman-Ta**  
ginaschless gin  
A4 As @ecmacinnis pointed out, don't expect POC, etc to educate you about why you're being called out/in #critlib  
 3 YEARS AGO

 **Gina Schlesselman-Ta**  
ginaschless gin  
A4 be willing to do your own research #critlib  
 3 YEARS AGO

 **Patricia Gimenez**  
TriciaGimenez TriciaGimenez  
A4 Don't get defensive, don't ask for a lesson. Self-educate. #critlib  
 3 YEARS AGO



**Lisa Hinchliffe**

~~lisalibrarian~~ lisalibrarian

@TriciaGimenez I wonder if there is a way to indicate openness to being educated w/o seeming to expect? #critlib



3 YEARS AGO



**Patricia Gimenez**

~~TriciaGimenez~~ TriciaGimenez

@lisalibrarian Good question! I'm not sure I know what that would look like. #critlib



3 YEARS AGO



**Gina Schlesselman-Ta**

~~ginaschless~~ ginaschless

@lisalibrarian @TriciaGimenez indicating that you're committed to looking into a topic seems appropriate #critlib



3 YEARS AGO



**Lisa Hinchliffe**

~~lisalibrarian~~ lisalibrarian

@ginaschless @TriciaGimenez great idea! #critlib



3 YEARS AGO



**Ryan P. Randall**

~~foureyedsoul~~ foureyedsoul

@TriciaGimenez @lisalibrarian "I'm sorry. I'm interested in learning more about this" can just be a statement, not a request. #critlib



3 YEARS AGO



**Ryan P. Randall**

~~foureyedsoul~~ foureyedsoul

@TriciaGimenez @lisalibrarian Like, it shows you'd like to follow up but doesn't place burden of guidance on yr interlocutor #critlib



3 YEARS AGO



**Kevin Seeber**

kevinseeber

A4- My first thought dealt w/ "respect," but then I remembered who I am and how crappy respectability politics are. [#critlib](#) [#openears](#)



3 YEARS AGO



**Ellen MacInnis**

ecmacinnis

[#critlib](#) It's okay to call out and not engage. I can say "hey you're being transphobic" and that's me sticking up for myself. That's powerfu



3 YEARS AGO



**Baharak Yousefi**

BaharakY

[@AprilHathcock](#) Have to admit, I've called out without willingness to engage. Always engaging can get pretty exhausting :-/ [#critlib](#)



3 YEARS AGO



**April Hathcock**

AprilHathcock

[@BaharakY](#) I feel you. For me, I've decided to say nothing if I'm not willing to teach. But then, if I say nothing...tough choice. [#critlib](#)



3 YEARS AGO



**Ryan P. Randall**

foureyedsoul

[@AprilHathcock](#) [@kevinseeber](#) Calling in seems like it involves the luxury of care & intent, whereas calling out can be more hostile [#critlib](#)



3 YEARS AGO



**Kevin Seeber**

kevinseeber

[@barnlib](#) [@BaharakY](#) Most things are bad when people are unwilling to be reflective. [#critlib](#)



3 YEARS AGO



**April Hathcock**

AprilHathcock

@kevinseeber @foureyedsoul Good point. I just choose to redefine the terms to account for what I hope is my own civility. #critlib



3 YEARS AGO



**Ellen MacInnis**

ecmacinnis

#critlib I do enjoy explaining trans stuff, but it is also TIRING to educate/engage hostile cis attitudes that want trans people dead.



3 YEARS AGO



**Barnard Library**

barnlib @barnlib

A4 Listen. Reflect. If appropriate give a \*real\* apology, and try to correct your misdeed. Thank the person for helping you. #critlib



3 YEARS AGO



**April Hathcock**

AprilHathcock

@foureyedsoul @kevinseeber I guess that's where the kindness and respect aspects are key. Not to police but to facilitate convo. #critlib



3 YEARS AGO



**Megan Watson**

meganjwatson

A4 I concur with all the self-educate advice. I'd also say: apologize. But not an "I'm sorry if you were offended" fauxpology #critlib



3 YEARS AGO



**Netanel Ganin**

OpOnions

A4 #CritLib, Listen to the call -- sit with it. I try to then explain it to someone else, "here's X i said, here's Y I learned."



3 YEARS AGO



**Netanel Ganin**

OpOnions @OpOnions

A4 #CritLib Apologize, but not expect immediate forgiveness/forgotten



3 YEARS AGO



**Lisa Hinchliffe**

lisalibrarian @lisalibrarian

@OpOnions yes! True apologies do not demand forgiveness (tho they hope for it)! #critlib



3 YEARS AGO



**Charlotte E. Price**

PoorCharlotte @PoorCharlotte

A4 Jumping in late. Ppl often are afraid of accepting blame, admitting fault. I think that's important. acknowledge you messed up. #critlib



3 YEARS AGO



**Barnard Library**

barnlib @barnlib

A4 Depending on the urgency it's okay to say "I hear you. I need to think about it." And respond when you're less hurt/defensive. #critlib



3 YEARS AGO



**Ellen MacInnis**

ecmacinnis @ecmacinnis

Calling in/out is not just about the person doing/saying bad things. It's about defending people hurt by those things. #critlib



3 YEARS AGO



**April Hathcock**

AprilHathcock @AprilHathcock

@jvinopal @ecmacinnis @BaharakY Ooh. Another great discussion. Obv when oppressed speak up>signal boost. But do you always wait 1/2 #critlib



3 YEARS AGO



**April Hathcock**  
AprilHathcock

@jvinopal @ecmacinnis @BaharakY for their cue? B/c then that's another burden on the oppressed person. #critlib 2/2



3 YEARS AGO



**Ryan P. Randall**  
foureyedsoul

@kevinseeber @AprilHathcock Perhaps to a fault, I approach situations hoping for shared civility as well. Marker of my privilege? #critlib



3 YEARS AGO



**April Hathcock**  
AprilHathcock

@jvinopal @ecmacinnis @BaharakY I always like hearing from allies. And will step in to correct if need. Or call in. #critlib



3 YEARS AGO



**Ellen MacInnis**  
ecmacinnis

@AprilHathcock @jvinopal @BaharakY I try to act as an ally in a way I want someone acting as an ally for me. It is hard word. #critlib



3 YEARS AGO



**Kimberly Britt**  
kimstercat

@foureyedsoul @kevinseeber @AprilHathcock What happens when there is no shared civility? #critlib



3 YEARS AGO



**Lisa Hinchliffe**  
lisalibrarian

@foureyedsoul @kimstercat @kevinseeber @AprilHathcock civility is a word that makes me nervous given I work at UIUC. has silenced #critlib



3 YEARS AGO





**April Hathcock**

~~AprilHathcock~~  
AprilHathcock

@lisalibrarian @foureyedsoul @kimstercat @kevinseeber Good point. I hesitated to use it bc it can be a code word but it was short. #critlib



3 YEARS AGO



**Ryan P. Randall**

~~foureyedsoul~~  
foureyedsoul

@ecmacinnis @lisalibrarian @kimstercat @kevinseeber @AprilHathcock I'm only interested in ~civility as a tactic, not a requirement #critlib



3 YEARS AGO



**Kimberly Britt**

~~kimstercat~~  
kimstercat

@foureyedsoul @kevinseeber @AprilHathcock What if the person being called out/in gets defensive? #critlib



3 YEARS AGO



**Ryan P. Randall**

~~foureyedsoul~~  
foureyedsoul

@kimstercat @kevinseeber @AprilHathcock That's when calling out becomes necessary? Don't see how calling in could work w/o it. #critlib



3 YEARS AGO



**Kevin Seeber**

~~kevinseeber~~  
kevinseeber

@kimstercat @foureyedsoul @AprilHathcock Think the fault rests w/person of privilege in that case. Ppl like me need to get better. #critlib



3 YEARS AGO



**Ryan P. Randall**

~~foureyedsoul~~  
foureyedsoul

@kimstercat @kevinseeber @AprilHathcock In my rather limited experience, calling out almost always makes people defensive. #critlib



3 YEARS AGO



Kevin Seeber

kevinseeber@kevinseeber

@foureyedsoul @kimstercat @AprilHathcock Which is, I think, understandable. I know I was. Reflection/correction take time. #critlib



3 YEARS AGO



Lisa Hinchliffe

lisalibrarian@lisalibrarian

@foureyedsoul @kimstercat @kevinseeber @AprilHathcock my mindset is "shared humanity" but can be challenging when less "shared" ... #critlib



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

A4: As a white lady, important for me not to start crying or otherwise refocus attention to myself. Listen calmly. #critlib



3 YEARS AGO



Kelly McElroy

kellymce@kellymce

@PoorCharlotte or, to at least verbally be clear that I am just crying, and refocus conversation #critlib



3 YEARS AGO



Baharak Yousefi

BaharakY@BaharakY

Imp to remember that I don't \*deserve\* to be called in vs. out. If someone is willing to do so, I'm grateful. If not, it's on me. #critlib



3 YEARS AGO



Gina Schlesselman-Ta

ginaschless@ginaschless

@ecmacinnis @AprilHathcock @jvinopal @BaharakY and work that is likely highly contextual #critlib



3 YEARS AGO



**Barnard Library**

barnlib @barnlib

Side note--think of Nicki Minaj & Taylor Swift interaction, where TS seem to have apologized & made amends appropriately. [#critlib](#)



3 YEARS AGO



**Kelly McElroy**

kellymce@kellymce

A4: practicing your "I am listening intently" face and breathing are good ways to buy a little time to chill out, b4 reacting. [#critlib](#)



3 YEARS AGO



**Jennifer Vinopal**

jvinopal@jvinopal

Q4: one privilege is having influence & respect in an org. Can be used to call in/out gently. [#critlib](#)



3 YEARS AGO

**Q5 Are there times when calling out is necessary? When? Why?**



**Barnard Library**

barnlib @barnlib

Q5 Are there times when calling out is necessary? When? Why? [#critlib](#)



3 YEARS AGO



**Kenny Garcia**

kennygarcia@kennygarciamlis

A5 As author states, calling out and calling in are two tactics. Both needed, depends on situation. [#critlib](#)



3 YEARS AGO



**Not Really A Mountain**

nnschiller@nnschiller

A5 In this world, yes. For me (when I'm thinking clearly) key is avoid claiming moral high ground that comes w/ calling out. [#critlib](#)



3 YEARS AGO



**Netanel Ganin**

OpOnions @OpOnions

A5 #CritLib, I think calling out can be most necessary when its a status quo that ppl have accepted



3 YEARS AGO



**Netanel Ganin**

OpOnions @OpOnions

A5 #CritLib When the wrongs are so pervasive you need to shout to be heard over them.



3 YEARS AGO



**Jennifer Vinopal**

jvinopal@jvinopal

@OpOnions I don't think calling out always needs to be "wild west" confrontational. Can be gentle correction toward awareness. #critlib



3 YEARS AGO



**Jennifer Vinopal**

jvinopal@jvinopal

@OpOnions calling out can also work in group where every1 is blithely making assumptions and need calling out to correct course #critlib



3 YEARS AGO



**Lisa Hinchliffe**

lisalibrarian@lisalibrarian

@jvinopal @OpOnions yes, I think calling out assumptions or collective go-along unthinking is useful #critlib



3 YEARS AGO



**Barnard Library**

barnlib @barnlib

A5 it might be time to call out, after calling in has failed. And sometimes it's the straw that broke the camel's back. #critlib



3 YEARS AGO



**Gina Murrell**  
GinaMurrell1

A5 If your sense of well-being is impacted, or if the sense of inclusiveness/cohesion is affected, then calling out is necessary. [#critlib](#)



3 YEARS AGO



**Melissa Morrone**  
@InfAgit

A5 I honestly can't imagine calling out someone I respected. The "out" means my lack of respect + expectation of receptiveness. [#critlib](#)



3 YEARS AGO

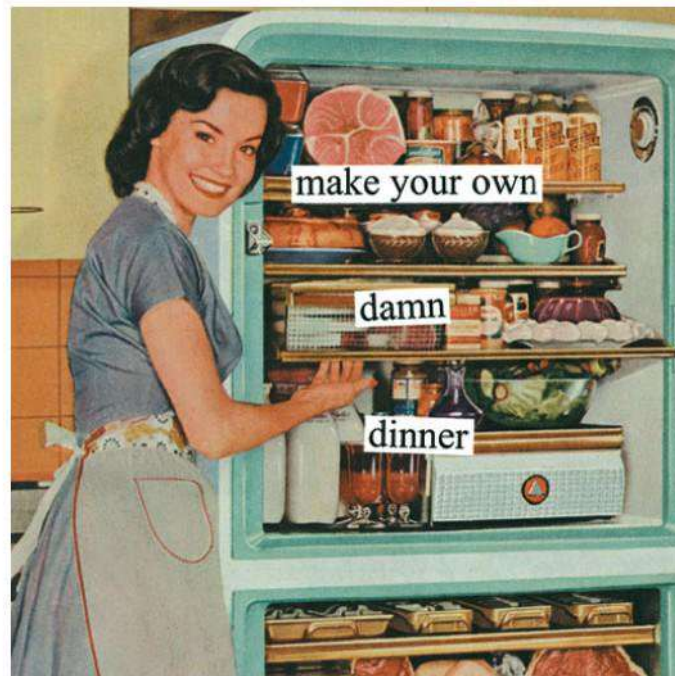


**Kelly McElroy**  
kellymce@kellymce

A5: I keep thinking of times when being publicly called out helped set a community norm. [#critlib](#)



3 YEARS AGO



A5 Calling in = making someone dinner. Calling out = MAKE YOUR OWN DAMN DINNER! Both appropriate/needed. :- ) [#critlib pic.twitter.com/ZC4llhbWu5](#)



BAHARAK YOUSEFI @BAHARAKY · 3 YEARS AGO



**Barnard Library**

barnlib @barnlib

@BaharakY I think calling in is more of a "let's make dinner together" or "let's talk about you why your dinner gave me gas." #critlib



3 YEARS AGO



**Kenny Garcia**

kennygarciamlis @kennygarciamlis

A5 diff context than libs. shud nba players b called out 4 trip to israel paid 4 by adelson? can folks b called in w/ fame & power? #critlib



3 YEARS AGO



**Melissa Morrone**

@InfAgit

@kennygarciamlis Yes - if you sent the players letters asking not to go (then go public as a "call-out" escalation if no response). #critlib



3 YEARS AGO



**Barnard Library**

barnlib @barnlib

Interesting aspect of the Q, is calling out more appropriate with a celebrity (or library rock star)? #critlib [twitter.com/kennygarciamlis](https://twitter.com/kennygarciamlis)



3 YEARS AGO



**Sue Wortman**

@LibrarySW

A lot is said in the disclaimer, "This post is specifically about us calling in people who we want to be in community with" #critlib



3 YEARS AGO



**Emily Drabinski**

@edrabinski

Also think calling in requires commitment to the project we are building together, shared vision for justice, redistribution. #critlib



3 YEARS AGO



**Ryan P. Randall**

~~foureyed~~ foureyedsoul

A5 If situation needs immediate intervention & it's clear that there aren't shared good intentions, def call out bad behavior! [#critlib](#)



3 YEARS AGO

**Q6 What are the implications of calling in/out if the person has authority over you or you over them?**



**Barnard Library**

barnlib @barnlib

Since it's getting late: Q6 What are the implications of calling in/out if the person has authority over you or you over them? [#critlib](#)



3 YEARS AGO



**Kenny Garcia**

kennygarciamlis @kiamlyg

A6 Can there be levels of calling in according to comfort & repercussions? [#critlib](#)



3 YEARS AGO



**Gina Schlesselman-Ta**

ginaschless @ginschless

@kennygarciamlis I definitely think so. Everything depends on context, relationships, power, authority, etc. [#critlib](#)



3 YEARS AGO



**Kimberly Britt**

kimstercat @kimstercat

@barnlib Q6 Sometimes there is alot of fear there but it depends on workplace openness [#critlib](#)



3 YEARS AGO



**Charlotte E. Price**

PoorCharlotte @CharlotteCharlotte

A6 You have to be so careful with this! Going up in the chain to someone who can protect you but also help change can be the way [#critlib](#)



3 YEARS AGO



**Charlotte E. Price**

PoorCharlotte Charlotte

A6 & sometimes there's no way to call out/in if the person has authority over you. sometimes you just feel v frustrated & powerless [#critlib](#)



3 YEARS AGO



**Kevin Seeber**

kevinseeber kevinseeber

[@barnlib](#) Feels a bit like punching down vs. punching up? When power disparity is so high, calling out might be only tactic? [#critlib](#)



3 YEARS AGO



**Megan Watson**

meganjwatson meganjwatson

A6 As a relatively low person on the org chart, I've struggled w/the former esp. I don't know. That dude may be on my review comm. [#critlib](#)



3 YEARS AGO



**Lisa Hinchliffe**

lisalibrarian lisalibrarian

[@meganjwatson](#) wonder here how ppl w power (e.g. me-tenured full prof) can best signal ally or, if asked, willing to intervene? [#critlib](#)



3 YEARS AGO



**Barnard Library**

barnlib @barnlib

A6 Ppl w/ authority, incl librarians talking to support staff, have to consider privilege when calling in/out ppl of lesser power. [#critlib](#)



3 YEARS AGO



**Not Really A Mountain**

nnschiller nnschiller

[#critlib](#) [@barnlib](#) I'm also stuck on the differences between public/private calling out.



3 YEARS AGO





**Jennifer Vinopal**

jvinopal@jvinopal

Q6 that's tough. Onus may be on those w/ tenure or established positions. But not calling out by oppressed person = emotional pain [#critlib](#)



3 YEARS AGO



**April Hathcock**

AprilHathcock@AprilHathcock

A6 This is where the trust piece comes in. Honestly, I'd only call in and only if the relationship extends beyond just work. [#critlib](#)



3 YEARS AGO



**Kelly McElroy**

kellymce@kellymce

A6: this is why having feminist leadership is so important: [libraryjuicepress.com/feminist-leade...](http://libraryjuicepress.com/feminist-leade...) [#critlib](#)



3 YEARS AGO



**Gina Murrell**

GinaMurrell1@GinaMurrell1

A6 It depends on the personalities/egos involved & on the workplace culture. Calling in/out could be beneficial or could backfire. [#critlib](#)



3 YEARS AGO



**Kelly McElroy**

kellymce@kellymce

[@GinaMurrell1](#) so true! And method for dealing with conflict, too. [#critlib](#)



3 YEARS AGO



**Emily Drabinski**

@edrabinski

Not sure that's a workplace project... [#critlib](#)



3 YEARS AGO





**Charlotte E. Price**

PoorCharlotte

A6 Calling in/out to student workers can also be a really tricky situation. Your authority is multifaceted in that case [#critlib](#)



3 YEARS AGO



**Jennifer Vinopal**

jvinopal@jvinopal

Q6: performance review of reports, correcting behavior, calling in/out have to start gently, but def ramp up when needed [#critlib](#)



3 YEARS AGO



**Sue Wortman**

@LibrarySW

A6 That's when groups of people as opposed to individuals might help with the calling. [#critlib](#)



3 YEARS AGO



**Jennifer Vinopal**

jvinopal@jvinopal

Q6: what about asking a more senior ally to help with calling out/in so job isn't put in jeopardy? [#critlib](#)



3 YEARS AGO



**Charlotte E. Price**

PoorCharlotte

A6 What happens when the authority thinks they're acting in the best interest of everyone but they're not.... [#critlib](#)



3 YEARS AGO



**Kelly McElroy**

kellymce@kellymce

This is a biiiiiig question! [#critlib](#) [twitter.com/poorcharlotte/...](https://twitter.com/poorcharlotte/)



3 YEARS AGO



**Lisa Hinchliffe**

lisalibrarian @lisalibrarian

@PoorCharlotte this sounds like an attempt at neutrality... "helping everyone" - def a tough situation! #critlib



3 YEARS AGO



**Ryan P. Randall**

foureyedsoul @foureyedsoul

@lisalibrarian @PoorCharlotte Cld you try showing how new course of action wld better serve some communities/ institutional goals? #critlib



3 YEARS AGO



**Lisa Hinchliffe**

lisalibrarian @lisalibrarian

@meganjwatson that's great to hear. I've had some come to me but always thinking about how to connect more+be supportive. #critlib



3 YEARS AGO



**Megan Watson**

meganjwatson @meganjwatson

@lisalibrarian Great/complex question! I've had tenured folks w/whom I've built relationships come chat w/me privately. It helps! #critlib



3 YEARS AGO

Pitches and thanks to the mod!



**Barnard Library**

barnlib @barnlib

Drat! It's 10 ET already. #critlib pitches, please!



3 YEARS AGO



**Barnard Library**

barnlib @barnlib

#critlib pitch: please complete the alternate chat time survey if you haven't already.  
[docs.google.com/a/barnard.edu/...](https://docs.google.com/a/barnard.edu/)



3 YEARS AGO



**Megan Watson**

meganjwatson

Pitch! Few Seattle area [#critlib](#) -ers are meeting next Tues eve to talk crit theory. Interested? Tweet/dm me your email & I'll send deets!



3 YEARS AGO



**Gina Schlesselman-Ta**

ginaschless

critlib pitch: submit a proposal for collection on whiteness in LIS!  
[libraryjuicepress.com/whiteness.php](http://libraryjuicepress.com/whiteness.php) [#critlib](#)



3 YEARS AGO



**Melissa Morrone**

@InfAgit

[#critlib](#) pitch - if you're in NYC, sign up for the [@mnyle](#) Social Justice Special Interest Group at [metrolists.org/mailman/listin....](http://metrolists.org/mailman/listin....) Quarterly events.



3 YEARS AGO



**Lisa Hinchliffe**

lisalibra@isalibarian

[#critlib](#) pitch: so, kinda running for ALA president ... would like any thoughts on ALA as inclusive org or how become more so. Email fine



3 YEARS AGO



**April Hathcock**

AprilHathcock

Great [#critlib](#) tonight! Thanks, [@barnlib](#)!



3 YEARS AGO



**Patricia Gimenez**

TriciaGimenez

this was a great discussion! thanks [@barnlib](#)! [#critlib](#)



3 YEARS AGO



**Kenny Garcia**

kennygarcia @kennygarciamlis

thanks 4 mod @barnlib! great discussion, everyone! #critlib



3 YEARS AGO



**Gina Schlesselman-Ta**

ginaschless @ginaschless

critlib pitch: submit a proposal for collection on whiteness in LIS!  
[libraryjuicepress.com/whiteness.php](http://libraryjuicepress.com/whiteness.php) #critlib



3 YEARS AGO



**Gina Schlesselman-Ta**

ginaschless @ginaschless

Excellent #critlib tonight, thanks for mod @barnlib



3 YEARS AGO



**Netanel Ganin**

OpOnions @OpOnions

Thanks @barnlib for a great chat! So nice to see new faces (i love finding new ppl to follow post #CritLib!)



3 YEARS AGO



**Kimberly Britt**

kimstercat @kimstercat

Awesoms #critlib tonight! Thank you @barnlib



3 YEARS AGO



**Kelly McElroy**

kellymce @kellymce

Isn't @barnlib just a total gem? #critlib



3 YEARS AGO



**Barnard Library**

barnlib @barnlib

K. Time for me to be distracted by dinner. Thanks everyone for a great #critlib.



3 YEARS AGO



**Gina Murrell**

GinaMurrell1

And another great [#critlib](#) chat comes to an end! Thanks, [@barnlib](#) for moderating! To the newcomers, I look forward to chatting w/ you again!



3 YEARS AGO



**Maura Smale**

mauraweb

Fantastic [#critlib](#) tonight, thanks to all esp. [@barnlib](#) for rad moderating!



3 YEARS AGO



**Emily Drabinski**

@edrabinski

Thx [@barnlib](#) for a great [#critlib](#)!



3 YEARS AGO



**Megan Watson**

meganjwatson

Thanks for a fab [#critlib](#), [@barnlib](#)!



3 YEARS AGO



**Sveta Stoytcheva**

oksveta@oksveta

[missd what reads like an amazing [#critlib](#); faving all your tweets now!]



3 YEARS AGO