

#critlib chat: Working from within the system to create change

Storify of the #critlib chat from 8/11/2015 on creating change from within the system, moderated by @fiiidget. 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.]

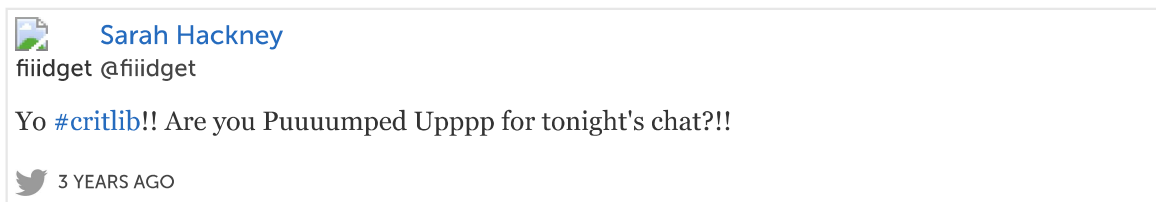
Readings

[What's Next: The Radical, Unrealized Potential of Digital Humanities - Miram Posner](#)

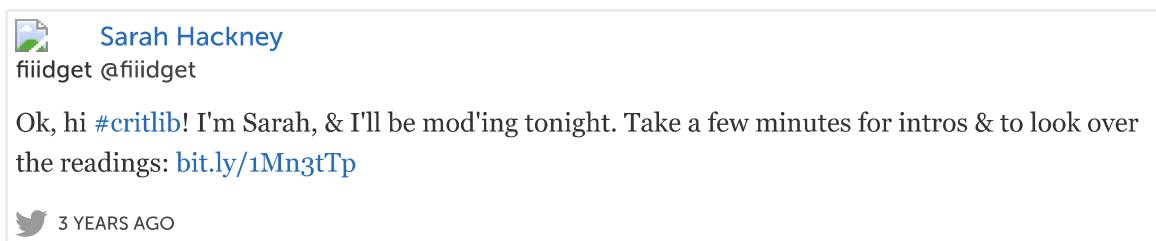
While this talk addresses DH specifically, it frames well the struggle between some of the inherent biases of the systems that we work with and within, and the potential and urgency of learning how to subvert and transform those systems into something that is more equitable across the board.

[Now hiring smiling faces \(and who cares about your insides\) - Maria Accardi - Academic Librarian Instruction Burnout](#)

And on the flipside, this blog post (and the entire excellent blog!) addresses well the difficulty of trying to do good work in places that don't always support you.



Introductions





Sarah Hackney

fiidget @fiidget

As I said, I'm Sarah. LIS student at [@PrattSILS](#), currently at my parent's house in rural NC
[#critlib](#)



3 YEARS AGO



Gina Murrell

GinaMurrell1 @GinaMurrell1

Hi! I'm Gina & I work as Project Coordinator, Oregon Digital Newspaper Program, at the Univ of Oregon. SO ready for tonight's [#critlib](#)!



3 YEARS AGO



Andrew Battista

rawdeal85 @rawdeal85

[#critlib](#) Andrew from NYU, GIS Librarian and [#critlib](#) prodigal son



3 YEARS AGO



April Hathcock

AprilHathcock @AprilHathcock

Hi, [#critlib](#)! I'm April, academic librarian in NYC.



3 YEARS AGO



Kevin Seeber

kevinseeber @kevinseeber

Hi [#critlib](#)! Kevin here. Academic info lit person in Denver.



3 YEARS AGO



librarleann

@lalaleefull

Hi [#critlib](#)! I'm Lee Ann, Health & Enviro Sciences Librarian at Brooklyn College, CUNY



3 YEARS AGO



Dinah Handel

DinahHandel @DinahHandel

Hi [#critlib](#), I'm Dinah from NYC. Currently work as a processing archivist, soon to be AV archivist as an NDSR-NY fellow.



3 YEARS AGO



Joanna Gadsby

jkgadsby@jkgadsby

Hi everyone! I'm Jo, instruction coordinator and ref lib at UMBC. Go retrievers! [#critlib](#)



3 YEARS AGO



Barnard Library

barnlib @barnlib

Hi [@fiidget](#) [@kshockey04](#) & all! This is Jenna tweeting for the Barnard Library, where I wear a lot of hats & often a scarf. [#critlib](#)



3 YEARS AGO



Emily Drabinski

@edrabinski

Hi [#critlib](#)! Academic instruction coordinator in Brooklyn, mostly thinking about marathon training, but up for listening in!



3 YEARS AGO



Patrick Williams

activitystory

Hi [#critlib](#)! I'm Patrick, a humanities subject specialist at Syracuse University and stuff.



3 YEARS AGO



Eamon Tewell

@EamonTewell

Hello [#critlib](#), I'm an academic librarian in Brooklyn, NY.



3 YEARS AGO



Kevin Seeber

kevinseeber

Just to confirm, 90% of tonight's [#critlib](#) people are from/in NYC... right?



3 YEARS AGO



Baharak Yousefi

Baharak@BaharakY

Hello [#critlib](#). Baharak from Vancouver (not NYC, sadly!). Academic library type.



3 YEARS AGO



Roxanne Shirazi

Roxanne Shirazi @RoxanneShirazi

Hi #critlib! I'm an academic librarian in NYC. Wrangling kiddos bedtime, as usual, but keeping an eye over here too



3 YEARS AGO



Eira Tansey

eiratansy @eiratansy

Hi #critlib, archivist dialing in from Ohio!



3 YEARS AGO



Jonathan Cope

stupidplover @stupidplover

Hello. I'm an academic librarian checking in from Brooklyn. #critlib



3 YEARS AGO



librarleann

@lalaleefull

@AprilHathcock I'm in Jersey City right now, but I suppose that's close enough for NYC domination? haha #critlib



3 YEARS AGO



Ian Beilin

ibeilin @ibeilin

Hi #critlib, Ian here, academic librarian in NYC



3 YEARS AGO



Donna Witek

donnarosemary @donnarosemary

Hi #critlib 2nite I am putting my toddler to bed but most wks @ this hour I'm an acad instruction libr*n in PA;fav/RTing tweets mostly 2nite



3 YEARS AGO



elwags

elwags @elwags

Heya #critlib. Librarian-in-training eavesdropping from DC.



3 YEARS AGO



Charlotte E. Price

PoorCharlotte Charlotte

Oops, jumping in late to [#critlib](#) again. Charlotte, academic librarian in NYC, forever delayed

3 YEARS AGO



Jennifer Vinopal

jvinopal@jvinopal

Coming to [#critlib](#) late, after helping the 15yo pick out a new hairstyle :)

3 YEARS AGO



Lauren Wallis

@LaurenMWallis

[#critlib](#)! I have only been skulking tonight because everything is darkness, but y'all make me want to fight the darkness.

3 YEARS AGO

Questions



Sarah Hackney

fiiidget @fiiidget

Okay, let's go... (next tweet with Q) [#critlib](#)

3 YEARS AGO

Q1: By working in places such as academia, govt or public libraries, do we implicitly endorse their oppressive systems and histories?



Andrew Battista

rawdeal85 rawdeal85

[#critlib](#) A1 sadly, yes, in many cases. I always say good people can be part of bad institutions. Think of all the people who go to church!

3 YEARS AGO



April Hathcock

AprilHathcock AprilHathcock

A1 We can if we're not careful. If we just go with the status quo, then def. Anything less than active resistance basically. [#critlib](#)

3 YEARS AGO



Sarah Hackney

fiiidget @fiiidget

To kick it off, I'd say... yes... and no? Yes, but that doesn't have to be the end of the story. [#critlib](#)
[twitter.com/fiiidget/statu...](https://twitter.com/fiiidget/status...)



3 YEARS AGO



Eamon Tewell

@EamonTewell

A1 We legitimize oppressive histories & systems through participation, but participating also means we can call attention to them [#critlib](#)



3 YEARS AGO



Sarah Hackney

fiiidget @fiiidget

[@EamonTewell](#) being able to "speak the language" as it were makes what we have to say resonate [#critlib](#)



3 YEARS AGO



Barnard Library

barnlib @barnlib

A1 [@fiiidget](#) Yes! I appreciate that perspective. Unless we move off-the-grid we're part of capitalism regardless of what we do. [#critlib](#)



3 YEARS AGO



Eamon Tewell

@EamonTewell

[@fiiidget](#) yes! Hadn't considered the language/vocabulary dimension, but absolutely part of it [#critlib](#)



3 YEARS AGO



Barnard Library

barnlib @barnlib

A1 Sorta? I mean, maybe? I mean yeah, but...? [#critlib](#)



3 YEARS AGO



librarleeann
@lalaleefull


A1. My main focus is to be of service to students, first, foremost, wholeheartedly. It's rare I step back to look at the big pic [#critlib](#)

 3 YEARS AGO



April Hathcock
AprilHathcock

[@lalaleefull](#) Couldn't looking at big pic be part of service to students? In some cases, even necessary? [#critlib](#)

 3 YEARS AGO



Dinah Handel
DinahHandel

A1 I'd say that it is complicated. Yes, we likely do implicitly support oppressive systems, but we can also challenge them. [#critlib](#)

 3 YEARS AGO



Dinah Handel
DinahHandel

A1 I hate that my currently insitution is an oppressive force geographically wrt gentrification but I can also call attention to it [#critlib](#)

 3 YEARS AGO



Gina Murrell
GinaMurrell1

A1: I like to think not. But I wonder if being employed by a system (even as a temp) automatically makes you part of that system. [#critlib](#)

 3 YEARS AGO



Sarah Hackney
fiidget @fiidget

[@GinaMurrell1](#) Is it possible to be "in" but not "part of" ... and how do you draw that distinction [#critlib](#)

 3 YEARS AGO



Gina Murrell

GinaMurrell1

@fiidget That's a definite grey area. I'm not sure if you can, no matter how strong your personal belief system/politics are. #critlib



3 YEARS AGO



Eira Tansey

eiratansy

A1 I completely reject the idea that working in those places is an automatic personal endorsement of histories of oppression #critlib



3 YEARS AGO



Emily Drabinski

@edrabinski

#critlib Q1 Real challenge for me. Much I don't like abt way my institution does business, but then, it's the job I got...



3 YEARS AGO



Patrick Williams

activitystory

A1 I say we do, but we have to be diligent and aware and ready to challenge & support #critlib



3 YEARS AGO



Patrick Williams

activitystory

A1 (cont'd) we can also try to connect w/ activist communities w/in our institutions (even then I still feel like an employee 1st) #critlib



3 YEARS AGO



Dinah Handel

DinahHandel

@activitystory building on that, I'd say align self with other groups/depts struggles against oppression/marginalization. #critlib



3 YEARS AGO



librarleeann
@lalaleefull


@activitystory I agree. outreach and connecting with activist groups is a great way to work against/within #critlib

 3 YEARS AGO



Sarah Hackney
fiidget @fiidget

@activitystory feeling like an "employee" can diminish feeling like a "human" which can mean making radical connections is harder #critlib

 3 YEARS AGO



Patrick Williams
activitystory @activitystory

.@fiidget right! I feel much more a person/part of our communities when I am not inside my cubicle! #critlib

 3 YEARS AGO



Joanna Gadsby
jkgadsby @jkgadsby

A1 I'd like to think I subvert as much as I uphold, but then there's all that upholding. #critlib

 3 YEARS AGO



Kevin Seeber
kevinseeber @kevinseeber

A1- This is a tough question. I'd like to think labor ≠ endorsement, but I struggle with it. I def benefit from those legacies. #critlib

 3 YEARS AGO



Dinah Handel
DinahHandel @DinahHandel

A1 I think this also could go down to the individual level- I think if you have power w/in institution, use it to make changes. #critlib

 3 YEARS AGO



Ian Beilin

ibeilin @ibeilin

A1 I'm still struck by how many ppl in the most 'elite' institutions are the most radically against them - how does this work? #critlib



3 YEARS AGO



Ian Beilin

ibeilin @ibeilin

A1 I guess I'd (humbly) include myself among that group, at least I'm trying #critlib



3 YEARS AGO



Sarah Hackney

fiidget @fiidget

@ibeilin Right? How does this structure continue to uphold itself? Are we all doing it against our will?? #critlib



3 YEARS AGO



Ian Beilin

ibeilin @ibeilin

@fiidget well the cynical answer is that the system thrives off radical opposition to itself #critlib



3 YEARS AGO



Dinah Handel

DinahHandel

@fiidget @ibeilin so true. But if you like/feel like the work you get to do is important... #critlib



3 YEARS AGO



Ian Beilin

ibeilin @ibeilin

@DinahHandel @fiidget the way I see it is that we have a responsibility to change it, given the (limited) power we've been given #critlib



3 YEARS AGO



Sarah Hackney

fiidget @fiidget

@ibeilin @DinahHandel Agreed. Like Spider-man. (except I don't particularly like Spider-man)
#critlib



3 YEARS AGO



Dinah Handel

DinahHandel @DinahHandel

@ibeilin @fiidget I totally agree. And, I think there's so many ways to do that, even though its hard and frustrating, often. #critlib



3 YEARS AGO



Barnard Library

barnlib @barnlib

A1: it's essential to be self-critical & acknowledge our role in perpetuating oppressive systems, but do we self-flagellate 4ever? #critlib



3 YEARS AGO



Dinah Handel

DinahHandel @DinahHandel

@barnlib truth! I had to have a job, right? #critlib



3 YEARS AGO



Eira Tansey

eiratansy @eiratansy

@barnlib yeah the wording of this question creeps into some creepy original sin type territory, which I'm sorry but no. #critlib



3 YEARS AGO



Emily Drabinski

@edrabinski

#critlib Q1 I also don't think there's any outside, don't think we can opt out of the structures that produce us/we're imbricated in.



3 YEARS AGO



Sarah Hackney

fiidget @fiidget

@edrabinski :-(:-(#critlib



3 YEARS AGO



Emily Drabinski

@edrabinski

But it's not all frowny face! We get to resist/counter those structures! #critlib



3 YEARS AGO



Andrew Battista

rawdeal85 rawdeal85

#critlib A1 I think ab this question since I work 4 NYU. We don't have a sterling record, but there are many places to intervene w teaching



3 YEARS AGO



Ian Beilin

ibeilin @ibeilin

@rawdeal85 oh, it is! And they certainly don't want you to forget it, either. #critlib



3 YEARS AGO



Jonathan Cope

stupidlover stupidlover

A1 thinking abt. public libs/institutions and their role in the expansion of postwar social welfare state. Good and bad histories #critlib



3 YEARS AGO



April Hathcock

AprilHathcock AprilHathcock

A1 Actually maybe not so much abt endorse as just know that you benefit from it. Own that priv and then address it with action. #critlib



3 YEARS AGO



April Hathcock

AprilHathcock @AprilHathcock

Reminds me of allies fighting oppression. 1st step: recognize priv. Then move on to action. Don't drown in guilt. Not productive. #critlib



3 YEARS AGO



Barnard Library

barnlib @barnlib

A1 @fiidget The Q is great--thought provoking & conversation starting. It's a necessary jumping off point to "what comes after." #critlib



3 YEARS AGO



Emily Drabinski

@edrabinski

A1 Like, I was seriously considering moving to a full time assessment role. Me! Wild! But could I make a diff in how we measure? #critlib



3 YEARS AGO

Q2: How do you separate yourself from policies and structures that you disagree with? How do you indicate that to others?



Kevin Seeber

kevinseeber @kevinseeber

A2- Step one is acknowledging those oppressive structures even exist. Shouldn't be such a big step, but it often is. #critlib



3 YEARS AGO



Emily Drabinski

@edrabinski

Q2 I struggle with this around things like assessment. I have profound reservations abt that project, but recognize it must be done #critlib



3 YEARS AGO



Emily Drabinski

@edrabinski

Q2 So I work to make it all take less time, so institutional demands can be met more easily. But def reads as endorsement to many. #critlib



3 YEARS AGO



Ian Beilin

ibeilin @ibeilin

@edrabinski yes, I'm still figuring that out at my new instit. Have expressed skepticism but this is a sensitive area. #critlib



3 YEARS AGO



Ian Beilin

ibeilin @ibeilin

@edrabinski I was told that an assessment survey was based on positive psychology and I maybe over-reacted! #critlib



3 YEARS AGO



Emily Drabinski

@edrabinski

Q2 And when does strategic just become compliance/reproduction? This is a real puzzle for me. #critlib



3 YEARS AGO



Sarah Hackney

fiiidget @fiiidget

@edrabinski Do those things look different from the outside? If not, is there a difference? #critlib



3 YEARS AGO



Emily Drabinski

@edrabinski

@fiiidget interesting Q, and I wonder if there's a diff btw how a thing looks and what a thing does. Maybe too abstract! #critlib



3 YEARS AGO



karen nicholson

nicholsonk @nicholsonkp

@edrabinski does it depend on whose strategies/whose plan? #critlib



3 YEARS AGO



Donna Witek

donnarosemary
@donnarosemary

[@edrabinski](#) I'm learning more about your position on this issue tonight! this is great (the learning/sharing), thx for sharing [#critlib](#)



3 YEARS AGO



Sarah Hackney

fiidget
@fiidget

[@edrabinski](#) This is something I'm very interested in. [#critlib](#) [#ormaybesomethingbesidescritlib](#)



3 YEARS AGO



Dinah Handel

DinahHandel
@DinahHandel

A2 Talking about it with others, actually naming problems, incorporating the changing/work as part of your job. [#critlib](#)



3 YEARS AGO



Sarah Hackney

fiidget
@fiidget

[@DinahHandel](#) Naming is SO important. Language makes things what they are. Changing a name, naming an unnamed thing can be radical [#critlib](#)



3 YEARS AGO



Gina Murrell

GinaMurrell1
@GinaMurrell1

[@DinahHandel](#) Good point! I'm very proud of the work I'm doing w/ ODNP but feel conflicted about some UO actions. [@fiidget](#) [@ibeilin](#) [#critlib](#)



3 YEARS AGO



Andrew Battista

rawdeal85
@rawdeal85

[#critlib](#) A2 There are lots of ways, big and small. Getting students to think critically about what makes their experience possible is huge



3 YEARS AGO



Andrew Battista

rawdeal85awdeal85

#critlib A2 that means assigning things like @marc_bousquet's How the University Works, no matter what class you are teaching!



3 YEARS AGO



Joanna Gadsby

jkgadsbyjkgadsby

Q2 Adjusting teaching style. Encouraging and listening to others. Reminding folks that we've all been aimless screwups aka students #critlib



3 YEARS AGO



Eamon Tewell

@EamonTewell

A2 This is hard. I wonder if it's better to minimize involvement in things I disagree with, or work to "improve" these things #critlib



3 YEARS AGO



Donna Witek

donnarosemary

question of the decade for me #critlib [twitter.com/EamonTewell/st...](https://twitter.com/EamonTewell/status/123456789)



3 YEARS AGO



Eamon Tewell

@EamonTewell

A2 Minimizing involvement can mean abdication of responsibility; making improvements can just strengthen oppressive structures #critlib



3 YEARS AGO



Kevin Seeber

kevinseeber

@EamonTewell Right- I get caught up in the "fix it from inside" narrative, but at some point I think I'll just get lost in it. #critlib



3 YEARS AGO



Sarah Hackney

fiidget @fiidget

[@EamonTewell](#) I tend to ignore, but I suspect that ppl don't 'get' the point of my ignoring [#critlib](#)



3 YEARS AGO



Eamon Tewell

@EamonTewell

[@fiidget](#) this is my usual orientation too, but if I don't make my position clear it just comes across as non-interest [#critlib](#)



3 YEARS AGO



Dinah Handel

DinahHandel @DinahHandel

A2 I really like strategies that have students interrogate relations of power, like questioning how databases/searching works... [#critlib](#)



3 YEARS AGO



Dinah Handel

DinahHandel @DinahHandel

A2 and then, having practitioners re-think how databases are built/constructed and what their contents mean, a la tonight's reading [#critlib](#)



3 YEARS AGO



Kevin Seeber

kevinseeber @kevinseeber

[@DinahHandel](#) IME students are much more prepared to question the DBs than the librarians are. Our job = stay out of the way. [#critlib](#)



3 YEARS AGO



Dinah Handel

DinahHandel @DinahHandel

[@kevinseeber](#) sure, but we should definitely listen to what they say and consider how it could impact our work! [#critlib](#)



3 YEARS AGO



Kevin Seeber

kevinseeber
kevinseeber

[@DinahHandel](#) Right! Seems strange that listening to students could be considered disruptive, but it somehow is? [#critlib](#)



3 YEARS AGO



Ian Beilin

ibeilin @ibeilin

A2 librarians may be in a better position to distance ourselves from power structures in the instit. than others (admin/teach fac) [#critlib](#)



3 YEARS AGO



librarleeann

@lalaleefull

[@ibeilin](#) oh, this is a great point. we may have more 'autonomy' as we fly under the proverbial radar? [#critlib](#)



3 YEARS AGO



Ian Beilin

ibeilin @ibeilin

[@lalaleefull](#) yeah - I think it's true even when we are faculty [#critlib](#)



3 YEARS AGO



Joanna Gadsby

jkgadsby jkgadsby

[@lalaleefull](#) [@ibeilin](#) Sometimes I worry I rely on being under the radar too much and should be more vocal about what I'm doing. [#critlib](#)



3 YEARS AGO



Ian Beilin

ibeilin @ibeilin

[@jkgadsby](#) yeah, that's the downside, and the part we experience more frequently IMO [@lalaleefull](#) [#critlib](#)



3 YEARS AGO



librarleeann
@lalaleefull


@jkgadsby @ibeilin This too is a process. I'm still working on finding my voice. I'm one year into my position at BC #critlib

 3 YEARS AGO



Jonathan Cope
stupidplover stupidplover

A2 try to pick issues that I think my my voice can have an impact. But the precarious nature of employment plays a limiting role #critlib

 3 YEARS AGO



Emily Drabinski
@edrabinski

Not so much was it good or bad, but what did it produce/make possible/foreclose. #critlib
twitter.com/stupidplover/s...

 3 YEARS AGO



librarleeann
@lalaleefull

@stupidplover this is what chat 40 may touch on regarding tenure/non and social justice ;) #critlib

 3 YEARS AGO



Ian Beilin
ibeilin @ibeilin

will tenure change that? @stupidplover (next #critlib chat topic!)

 3 YEARS AGO



librarleeann
@lalaleefull

@ibeilin @stupidplover you read my mind! :) #critlib

 3 YEARS AGO



Gina Murrell

GinaMurrell1 @GinaMurrell1

A2: Is indicating it to others worth it? Do you feel your job would be in jeopardy? Or is having a clear conscious more important? #critlib



3 YEARS AGO



Sarah Hackney

fiiidget @fiiidget

@stupidplover @GinaMurrell1 job security is such a important l part of this issue (sadly?) #critlib



3 YEARS AGO



librarleeann

@lalaleefull

@fiiidget @stupidplover @GinaMurrell1 this will be chat 40! tenure/security and social justice. :) perfect pairing! #critlib



3 YEARS AGO



April Hathcock

AprilHathcock @AprilHathcock

\$64,000 Qs. #critlib twitter.com/GinaMurrell1/s...



3 YEARS AGO



April Hathcock

AprilHathcock @AprilHathcock

Part of what we can do is awareness raising. I like to phrase it as a Q: "What abt X?" Gets ppl thinking even if nothing concrete. #critlib



3 YEARS AGO



Barnard Library

barnlib @barnlib

A2 I think you have to make yourself vulnerable sometimes. The more privilege you have, the more you should stick your neck out. #critlib



3 YEARS AGO



Joanna Gadsby

jkgadsby@jkgadsby

@barnlib This is more and more clear to me since I was granted permanent status. Time to get loud. #critlib



3 YEARS AGO



Patrick Williams

activitystory

@jkgadsby @barnlib (it actually feels like perm status compels me to be in those convos, otherwise what cred do I have to be perm) #critlib



3 YEARS AGO



Patrick Williams

activitystory

Q2 feel like separating from structures (& modeling same) is a primary aim in my ref, cd, & instruction; but cd foreground it more #critlib



3 YEARS AGO



Patrick Williams

activitystory

Q2 I also realize that because of the outward-focus of my work, it may be possible for me in ways not available to colleagues #critlib



3 YEARS AGO



elwags

elwags @elwags

@fiidget I think it's all about being as vocal as you can be, while still being respectful/reasonable towards others & yourself. #critlib



3 YEARS AGO



Eamon Tewell

@EamonTewell

@nicholsonkp sometimes hard to know or tell! but the question of respecting oneself is really important #critlib



3 YEARS AGO



Barnard Library

barnlib @barnlib

A2 Sometimes you have to do what you think is right. Other times, you focus on harm reduction. #critlib You can take turns with allies.



3 YEARS AGO



Baharak Yousefi

Baharak BaharakY

A2 Sense of responsibility that comes with having academic freedom & positional power makes me get into it even if I'd rather not. #critlib



3 YEARS AGO



Charlotte E. Price

PoorCharlotte Charlotte

A2 This is a constant struggle. Trying to help where I can, sometimes quietly undermining harmful policies #critlib



3 YEARS AGO

Q3: How do you balance desire for personal enrichment (and a paying job) with the harmful structures of the institutions we engage with?



Sarah Hackney

fiiidget @fiiidget

Going off of some of this discussion... #critlib [twitter.com/fiiidget/statu...](https://twitter.com/fiiidget/status/1234567890)



3 YEARS AGO



Sarah Hackney

fiiidget @fiiidget

Q3: As the original Q that sparked this #critlib said: Is it selfish to get a PhD? (Or to pursue a personal interest professionally)



3 YEARS AGO



karen nicholson

nicholsonk nicholsonkp

@fiiidget why would this be? can you elaborate? (says she who didn't do the readings so apologies in advance if dumb Q) #critlib



3 YEARS AGO



carolynthelib
@carolynthelib


@fiidiget A3 why are these dichotomous options? I find so many fields feed into LIS #critlib

 3 YEARS AGO



librarleeann
@lalaleefull

@carolynthelib I think we need to do some #crithealthsciences together :) #critlib

 3 YEARS AGO



Patrick Williams
activitystory

.@fiidiget A3 doing a PhD helped me see pockets of exploitation & oppression on campus I'd missed in library work, so there's that #critlib

 3 YEARS AGO



Jessica Critten
JessicaCritten

@fiidiget A3: I'm doing it to be a lil subversive, in a way. Not getting the degree to get a job, I just fucking love learning #critlib

 3 YEARS AGO



Dinah Handel
DinahHandel

A3 Who knows?! All I do know is that I love to work, currently I love going to work because it is fulfilling, and I needed \$ obvi #critlib

 3 YEARS AGO



librarleeann
@lalaleefull

A3 Again, it's about putting students first and not being afraid of tough discussions at ref desk or in classroom. encourage the Qs #critlib

 3 YEARS AGO



April Hathcock

AprilHathcock @AprilHathcock

A3 I think part of personal enrichment is feeling good abt the work I do. So making space where I can for that in instit. #critlib



3 YEARS AGO



Sarah Hackney

fiidget @fiidget

A3: This where job security comes in, to my mind. Am I keeping my head down to keep my job? #critlib



3 YEARS AGO



Barnard Library

barnlib @barnlib

A3 It may be awfully American of me, but I'm having a hard time with the word "selfish." #critlib



3 YEARS AGO



Sarah Hackney

fiidget @fiidget

@barnlib In what way, exactly? #critlib



3 YEARS AGO



Ian Beilin

ibeilin @ibeilin

@barnlib yeah, being 'selfless' very often serves the interests of your oppressors/exploiters #critlib



3 YEARS AGO



librarleeann

@lalaleefull

@ibeilin @barnlib Ouch. Yes. Sadly. #critlib



3 YEARS AGO



karen nicholson

nicholsonk @nicholsonkp

@fiidget @barnlib ditto. and why is that American? (asking as a non-American) #critlib



3 YEARS AGO



Sarah Hackney

fiidget @fiidget

@ibeilin @barnlib oh worrrrd. yeah, ouch. #critlib



3 YEARS AGO



Sarah Hackney

fiidget @fiidget

@barnlib tbh I think my personal (v. X-ian) upbringing has a big influence on the way I see selfishness/service #critlib



3 YEARS AGO



karen nicholson

nicholsonk @nicholsonkp

@barnlib @fiidget yeah, can't formulate a brief, pithy response to what I think about him/that. #critlib



3 YEARS AGO



Emily Drabinski

@edrabinski

Concrete A3: stipends for doing admin scut work. How to say no? #critlib



3 YEARS AGO



karen nicholson

nicholsonk @nicholsonkp

@edrabinski actually, I began admin work b/c thought I could "make a difference" not b/c of \$. reality check came hard & early tho #critlib



3 YEARS AGO



Gina Murrell

GinaMurrell1 @GinaMurrell1

A3: The world is effed up. Does that mean I can't pursue a bit of happiness while in it? I think seeking fulfillment isn't selfish. #critlib



3 YEARS AGO



Ian Beilin
ibeilin @ibeilin

@GinaMurrell1 Yes! And in @fiidget's case, getting a PhD could actually do the world a lot of good! #critlib



3 YEARS AGO



Sarah Hackney
fiidget @fiidget

@GinaMurrell1 Shout this from the Rooftopssss! #critlib



3 YEARS AGO



Gina Murrell
GinaMurrell1 @GinaMurrell1

@ibeilin At the very least, it could make you feel better about your place in it. Grab happiness where you can! @fiidget #critlib



3 YEARS AGO

**CARING FOR
MYSELF IS NOT
SELF-INDULGENCE,
IT IS SELF-
PRESERVATION
AND THAT IS
AN ACT OF
POLITICAL
WARFARE.**

AUDRE LORDE



A3 #critlib pic.twitter.com/9RaWhUJWmY



BAHARAK YOUSEFI @BAHARAKY · 3 YEARS AGO



Charlotte E. Price

PoorCharlotte Charlotte

A3 One thing I've done is to make sure other staff (outside the lib.) know they can use lib. resources. There's a divide too often [#critlib](#)



3 YEARS AGO



Charlotte E. Price

PoorCharlotte Charlotte

A3 (cont) and staff that already feel excluded from academia shldnt be made to feel the libraries are closed to them too [#critlib](#)



3 YEARS AGO



Charlotte E. Price

PoorCharlotte Charlotte

A3 (cont 3).. but as for balancing, I honestly haven't found that yet. I tend towards too much guilt, imposter syndrome, etc. [#critlib](#)



3 YEARS AGO



carolyntlib

@carolyntlib

[@PoorCharlotte](#) ah - yes I definitely teach friends and family about ways to find health answers [#critlib](#) despite confusing health system



3 YEARS AGO



Emily Drabinski

@edrabinski

But can I fulfill myself? Yes, absolutely, let's make that possible for everybody, redistribute opportunity so all have some. A3 [#critlib](#)



3 YEARS AGO



Jonathan Cope

stupidplover stupidplover

A3 I'm skeptical of Qs that place onus on individual choices. Transformation has gotta be a collective struggle [#critlib](#)



3 YEARS AGO



Emily Drabinski

@edrabinski

Agreed. If it was as simple as me making a choice, we'd be fine by now! [#critlib](#)
twitter.com/stupidplover/s...



3 YEARS AGO



Sarah Hackney

fiidget @fiidget

[@stupidplover](#) oh, I read a great article about this recently..... will have to find link again.
[#critlib](#)



3 YEARS AGO



Dinah Handel

DinahHandel @DinahHandel

A3 I think if we feel fulfilled we're more likely to continue doing difficult work... So finding personal fulfillment is important. [#critlib](#)



3 YEARS AGO



librarleann

@lalaleefull

[@DinahHandel](#) I love that we can use personal fulfillment in service of others through our library work. [#critlib](#)



3 YEARS AGO

Q4: In what ways can we stop the cycle of wanting to create change and then falling away as the pressures of the system get us down?



librarleann

@lalaleefull

Q4 Taking time to reflect and breathe. Reflect, reposition, recharge as needed. [#critlib](#)



3 YEARS AGO



librarleann

@lalaleefull

A4 also make connections with others outside of your insitution. keep each other sane. check in. only connect. [#critlib](#)



3 YEARS AGO



Ian Beilin

ibeilin @ibeilin

A4: Don't go it alone. #critlib



3 YEARS AGO



Sarah Hackney

fiiidget @fiiidget

Q4: In what ways can we stop the cycle of wanting to create change & then falling away as the pressures of the system get us down? #critlib



3 YEARS AGO



Andrew Battista

rawdeal85 rawdeal85

.@fiiidget never accept too high of a salary. And recognize limits. It's ok not to do everything. It's not OK to do nothing #critlib



3 YEARS AGO



Sarah Hackney

fiiidget @fiiidget

I feel like we see a cycle of generations of librarians/academics being part of critical work & then phasing out as burnout happens #critlib



3 YEARS AGO



Sarah Hackney

fiiidget @fiiidget

I think specifically of the #critlib panel at ALA annual this year [twitter.com/fiiidget/statu...](https://twitter.com/fiiidget/status/1111111111)



3 YEARS AGO



Barnard Library

barnlib @barnlib

@fiiidget Sometimes it's burn out, but sometimes it's a change of tactics as one gets older, evolves, whatever. #ihope #critlib



3 YEARS AGO



Emily Drabinski

@edrabinski

Think Jenna's onto something here, it's okay to move into/out of/into work. #critlib
twitter.com/barnlib/status...



3 YEARS AGO



Sarah Hackney

fiiidget @fiiidget

@edrabinski but if elders aren't communicating with the newcomers, then a gap can develop, which can be schismatic. #critlib



3 YEARS AGO



Patrick Williams

activitystory activitystory

@fiiidget @edrabinski my best advice to students going on interviews is watch out for libraries w/ age gulfs (there are so many) #critlib



3 YEARS AGO



Charlotte E. Price

PoorCharlotte Charlotte

A4 I don't know about stopping it, but we can alleviate it by supporting each other, listening, suggesting, helping #critlib



3 YEARS AGO



Kevin Seeber

kevinseeber kevinseeber

A4- By getting involved w/ people outside of those systems. #critlib



3 YEARS AGO



April Hathcock

AprilHathcock AprilHathcock

A4 Related to Q3: By not being afraid to be selfish. By engaging in self-care before burn-out and fatigue set in. #critlib



3 YEARS AGO



Donna Witek

donna@donnarosemary

A4 was totes lurkin/favin/RTing only but can't help throwin an A out to Q4:create smthg outta your burnout! ...braryinstructionburnout.wordpress.com/2015/07/29/zin... #critlib



3 YEARS AGO



Gina Schlesselman-Ta

ginaschless

A4: Realize that just because you point to problems, doesn't mean you have to solve them all (by yourself) #critlib



3 YEARS AGO



Gina Schlesselman-Ta

ginaschless

A3, pt 2: i mean, i study whiteness, but am I going to "solve" it? No. myopic and selfish to think so. Same goes 4 other issues #critlib



3 YEARS AGO



karen nicholson

nicholsonk

@ginaschless agree. been wondering tho if you become labelled as "problem" & then lose whatever influence you have #critlib



3 YEARS AGO



karen nicholson

nicholsonk

@ginaschless not so much killjoy but being "the radical" can mean being ostracized. so working w/in system becomes "strategic" #critlib



3 YEARS AGO



Donna Witek

donna@donnarosemary

A4 More broadly, practice self care in whatever form that takes for you. #critlib #essential



3 YEARS AGO



Patrick Williams

activitystory

A4 make a pt to be accountable to jr colleagues & anyone less-institutionalized than you (LIS students are a good group for this) [#critlib](#)



3 YEARS AGO



Gina Murrell

GinaMurrell1

A4: Try to find balance in other areas of your life. Take time to play. Form meaningful relationships w/ those outside the system. [#critlib](#)



3 YEARS AGO



carolynthelib

@carolynthelib

A4 Stay curious and have people around you who aren't afraid to tell you that you're wrong or push you to be better [#critlib](#)



3 YEARS AGO



Sarah Hackney

fiiidget @fiiidget

A4: Having a community to come to, to be accountable to, and to create, play, eat, share with is a big, & radical part of this [#critlib](#)



3 YEARS AGO



A4 [#critlib pic.twitter.com/NfYYKLn6lw](#)



APRIL HATHCOCK @APRILHATHCOCK · 3 YEARS AGO



Charlotte E. Price

PoorCharlotteCharlotte

A4: Trying to mentor and support new colleagues in the profession, help warn them of pitfalls, help them guard themselves #critlib



3 YEARS AGO



Emily Drabinski

@edrabinski

Also, and this is really real and serious, spread around the clerical work. Take turns. Everybody gets a job. #critlib A4



3 YEARS AGO



Andrew Battista

rawdeal85awdeal85

@edrabinski #critlib I hate scanning documents and articles.



3 YEARS AGO



Sarah Hackney

fiiidget @fiiidget

A4: I honestly think having a creative outlet is so important. Different places for your mind to move to when needed. #critlib



3 YEARS AGO



Eira Tansey

eiratansyeiratansy

A4 I feel like watching out for other colleagues who seem on verge of burnout is super necessary #critlib



3 YEARS AGO



Sarah Hackney

fiiidget @fiiidget

@eiratansy @carolynthelib letting others know it's okay to step back and recharge for a bit! #critlib



3 YEARS AGO



Charlotte E. Price

PoorCharlotte

A4 my mom (public lib of 30+ years) pitches in: Why stop? You work either within the system or bide until the time is right. Adapt [#critlib](#)



3 YEARS AGO



Charlotte E. Price

PoorCharlotte

A4 (pt. 2 from mom) My lib. is v small, so I went outside & collab. w/ neighbors on programs together that we couldnt succeed alone [#critlib](#)



3 YEARS AGO



April Hathcock

AprilHathcock

I love it! Multigenerational [#critlib!!!!](#) [twitter.com/PoorCharlotte/...](https://twitter.com/PoorCharlotte/)



3 YEARS AGO



Donna Witek

donnarosemary

[@PoorCharlotte](#) Tell your mom she's rad ✓✓✓ [#critlib](#) [#showinghowitsdone](#)



3 YEARS AGO



librarleann

@lalaleefull

[@donnarosemary](#) [@PoorCharlotte](#) +1 to your mom being inspiring and rad! [#critlib](#)



3 YEARS AGO



Charlotte E. Price

PoorCharlotte

[@lalaleefull](#) [@donnarosemary](#) She started tweeting, too! [@BookmamaGail](#) I gotta get her to join [#critlib](#) some time



3 YEARS AGO



Ian Beilin

ibeilin @ibeilin

Any library directors here tonight who can speak to what happens when you're running the place? #critlib



3 YEARS AGO



Gina Schlesselman-Ta

ginaschless ginaschless

@ibeilin This is why I'm so excited about @BaharakY and @shlew's forthcoming collection: libraryjuicepress.com/feminist-leade... #critlib



3 YEARS AGO



Ian Beilin

ibeilin @ibeilin

@ginaschless @BaharakY @shlew forthcoming @libraryleadpipe article on this theme, too! #critlib



3 YEARS AGO



Jennifer Vinopal

jvinopal@jvinopal

jvinopal: A4 It's so imp't to me to have a few ppl at work whom I really trust, to help keep focus on ethical, feminist approach. #critlib



3 YEARS AGO



Jennifer Vinopal

jvinopal@jvinopal

Just attended an anti-racism workshop where we never got into convo about how to work from *within* the system. #critlib



3 YEARS AGO



Eira Tansey

eiratansy eiratansy

A4 Encourage your colleagues to take vacation w/o apology and not check their email. For their health & for setting culture shift #critlib



3 YEARS AGO



Donna Witek

donna@seamary
donna@seamary

THIS. We need to model this for each other w/in our orgs. [#critlib](#) twitter.com/eiratansey/sta...



3 YEARS AGO



Jennifer Vinopal

jvinopal@jvinopal

[#critlib](#) So aside from self-care (important), how to enact change from within the system?
Building consensus @ grassroots?



3 YEARS AGO



Jennifer Vinopal

jvinopal@jvinopal

[#critlib](#) Modeling the behavior we want to see in the workplace? Calling out/in when need be?



3 YEARS AGO



carolynthelib

@carolynthelib

[@jvinopal](#) I'd also say you can work to revise value structure via tenure/promotion committees -
ex: more value in OA pubs [#critlib](#)



3 YEARS AGO



Jennifer Vinopal

jvinopal@jvinopal

[.@carolynthelib](#) yes! good point. Also on search committees — make it a point to speak out and
push for the right decision. [#critlib](#)



3 YEARS AGO

Pitch: Know of any resources, lists, blogs, zines, communities that deal with these questions? Want to start one?



Sarah Hackney

fiiidget @fiiidget

Time for [#critlib](#) pitches: Know of any resources, lists, blogs, zines, communities that deal with
these questions? Want to start one?




3 YEARS AGO



Eamon Tewell
@EamonTewell


Pitch: read this chapter. Important q's about possibility of #critlib in environment of corporatized higher ed. academia.edu/10100304/_The_...

 3 YEARS AGO



karen nicholson
nicholsonk@nicholsonkp

this is one of my fave pieces on #neoliberal U and #librarianship #critlib #pse #higher ed
twitter.com/EamonTewell/st...

 3 YEARS AGO



librarleeann
@lalaleefull

chat 40 will be about the tenure/job security side of all this, moderated by yours truly and
[@AprilHathcock](https://twitter.com/AprilHathcock) :) #critlib

 3 YEARS AGO



Sarah Hackney
fiiidget @fiiidget

I'm... thinking about making a zine about this topic???? #critlib Wanna get in on this party???

 3 YEARS AGO



librarleeann
@lalaleefull

[@fiiidget](https://twitter.com/fiiidget) yes to a zine! #critlib

 3 YEARS AGO



Donna Witek
donnarosemary@donnarosemary

[@fiiidget](https://twitter.com/fiiidget) YAS!!! doooo iiiiiiiit!!! #critlib

 3 YEARS AGO



Barnard Library

barnlib @barnlib

#critlib pitch-beginning in Nov we'll alternate Mon evening & Tues afternoon chats (US times).
Suggest a topic: [docs.google.com/a/barnard.edu/...](https://docs.google.com/a/barnard.edu/)



3 YEARS AGO



Patrick Williams

activitystory @activitystory

Whoa, did @RoxanneShirazi just drop a post TODAY that is totally relevant to tonight's #critlib?
I believe she did: roxanneshirazi.com/2015/08/11/wor...



3 YEARS AGO



Roxanne Shirazi

RoxanneShirazi @RoxanneShirazi

@activitystory and I didn't even realize it was this week's topic! #critlib



3 YEARS AGO



Andrew Battista

rawdeal85 @rawdeal85

My colleague @JeffGinMEM wrote about this very issue today in @WHPCollective -
wholehorseproject.org/?p=311 worth a read #critlib



3 YEARS AGO



Jessica Critten

JessicaCritten @JessicaCritten

(late to #critlib, sry) anybody read The Undercommons? I'm finally getting around to starting it
and it seems pretty germane +



3 YEARS AGO



Jessica Critten

JessicaCritten @JessicaCritten

#critlib my gist of the intro at least is, hey, let's steal shit. Let's have unruly classrooms. Let's
organize thru disorganization.



3 YEARS AGO



karen nicholson
nicholsonk@nicholsonkp

@JessicaCritten hi! what is the Undercommons? sounds intriguing #critlib



3 YEARS AGO



Jessica Critten
JessicaCritten@JessicaCritten

#critlib here it is: (sharing the .pdf w/ the understanding that it is in the disruptive spirit of the book) tenstakonsthall.se/uploads/141-Th...



3 YEARS AGO



Joanna Gadsby
jkgadsby@jkgadsby

@JessicaCritten I love an unruly classroom. I never thought I would, but I do. #critlib



3 YEARS AGO

Thanks to the mod!



Sarah Hackney
fiiidget @fiiidget

Y'all, this has been a wonderful chat! Thank you. I appreciate knowing that you are all out there fighting the good fight <3 <3 #critlib



3 YEARS AGO



Emily Drabinski
@edrabinski

Okay #critlib tapping out a touch early! @fiiidget thank you for a fantastic chat!!



3 YEARS AGO



librarleeann
@lalaleefull

@fiiidget Thank you for a great topic and moderating so fabulously! :) #critlib



3 YEARS AGO



Joanna Gadsby

jkgadsby@jkgadsby

@fiidget Thanks so much, everyone. Good talk. #critlib


 3 YEARS AGO



Kevin Seeber

kevinseeber@kevinseeber

Thanks @fiidget! Lots of really tough and important questions. #critlib

 3 YEARS AGO



Donna Witek

donnawitek@donnawitek

Thanks for moderating @fiidget really good, reflective discussion. #critlib

 3 YEARS AGO



Charlotte E. Price

PoorCharlotte@PoorCharlotte

@fiidget thanks for a great #critlib!!

 3 YEARS AGO



Dinah Handel

DinahHandel@DinahHandel

Thanks @fiidget and participants, it is nice to get back into thinking critically about these things after a bit of a summer break #critlib

 3 YEARS AGO



Ian Beilin

ibeilin@ibeilin

Thanks @fiidget for the great questions and moderation tonight! #critlib

 3 YEARS AGO



April Hathcock

AprilHathcock@AprilHathcock


Thanks @fiidget for a great #critlib!

 3 YEARS AGO



librarleeann
@lalaleefull


have a lovely night, y'all. it's nearly time for Dodger baseball [#critbaseball](#) [#critlib](#)

 3 YEARS AGO



Gina Murrell
GinaMurrell1

Thanks, [@fiidget](#), for moderating! This [#critlib](#) was so important. "The master's tools will never dismantle the master's house." ~Audre Lorde

 3 YEARS AGO



Baharak Yousefi
BaharakBaharakY

Thank you [#critlib](#). You are all wonderful humans & definitely part of how I manage to stick around.

 3 YEARS AGO