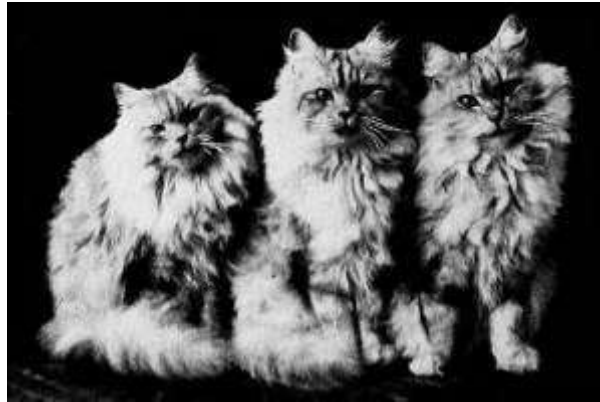


#critlib 10/20/15: gender and leadership

storified tweet archive of the 10/20/15 #critlib chat on gender and leadership, moderated by @catladylib



Tonight's #critlib mod'd by @catladylib is on #gender & leadership. critlib.org/gender-and-lea...
#LeanIn with us! #jk! pic.twitter.com/VUAVIJyUBf

 BARNARD LIBRARY @BARNLIB · TUE, OCT 20 2015 14:27:15



katie
@melbrarian

hi aus librarians, up for some lunchtime #critlib? melb/syd/tas/canberra folks, this kicks off @ 12 today @aliangac twitter.com/catladylib/sta...

 TUE, OCT 20 2015 21:02:09



meredith
librarymeri

Excited to participate (or at least read through) this evening's #critlib chat! My first!!

 WED, OCT 21 2015 00:50:21



Donna Witek
donnarosemary

oh here's a better URL w/ tonight's #critlib deets critlib.org/twitter-chats/... starting in 5 mins!
join us, all are welcome!

 WED, OCT 21 2015 00:56:23



Nan [from] Mars

nanamartian@nanamartian

Excited for my first [#critlib](#) chat! @PrattInfoSchool



WED, OCT 21 2015 00:59:38



Annie Pho

catladylib@catladylib

Let's kick off tonight's [#critlib](#) with introductions! I'm Annie, tonight's moderator. Academic librarian in Chicago. [#letsgo](#)



WED, OCT 21 2015 01:00:43



Jennifer Vinopal

jvinopal@jvinopal

Jennifer Vinopal, Librarian for Digital Scholarship Initiatives at NYU [#critlib](#)



WED, OCT 21 2015 01:01:40



♥ s-kelly-ton ♥

kellykietur@kellykietur

kelly, archivist, detroitish [#critlib](#)



WED, OCT 21 2015 01:01:50



Gina Schlesselman-Ta

ginaschless@ginaschless

Hi [#critlib](#) I'm Gina -- instruction lib in SoCal



WED, OCT 21 2015 01:02:09



student loans

kshockey04@kshockey04

kyle. unemployed; uber driver. northwest indianer ("the region"). today's a lot of sit down & shut up for me. [#critlib](#)



WED, OCT 21 2015 01:02:30



NetaHell Gangrene

OpOnions@OpOnions

hey [#CritLib](#) I'm Netanel, metadata/cataloger out of Boston he/his



WED, OCT 21 2015 01:02:35



Christina Bell

librarybell@librarybell

I'm Christina, ref/ ins/ subject specialist librarian in Maine [#critlib](#)



WED, OCT 21 2015 01:02:45



Rachel Gammons

lyttlelibrarian@lyttlelibrarian

Wooo. Rachel, academic librarian in DC. Super excited about tonight's topic :) [#critlib](#)



WED, OCT 21 2015 01:02:45



Sara Miller

praise71@praise711

Sara, infolit librarian at Michigan State [#critlib](#)



WED, OCT 21 2015 01:02:48



Dinah Handel

DinahHandel@DinahHandel

Dinah, av archivist in Brooklyn! Currently working on a research project about gender and LIS. [#critlib](#)



WED, OCT 21 2015 01:02:50



Sarah Fancher

@fanchidon

Sarah, academic librarian in St Louis MO. [#critlib](#)



WED, OCT 21 2015 01:02:56



Charlotte E. Price

PoorCharlotte@PoorCharlotte

Hey look, I'm finally around for a [#critlib](#)! Charlotte, Academic librarian in New York, emerging from the beginning of the semester chaos



WED, OCT 21 2015 01:02:58



Elise Dunham

elisedunham@elisedunham

Hey everyone, I'm Elise, research data librarian & forever an archivist. [#critlib](#)



WED, OCT 21 2015 01:03:05



Nicole Pagowsky

pumped@pumped
pumpedlibrarian

Hi #critlib, Research & Learning Librarian + Instruction Coordinator at University of Arizona



WED, OCT 21 2015 01:03:05



Kate Crowe

kcrowe@kcrowe

I'm Kate, Curator of Special Collections & Archives @UofDenver #critlib



WED, OCT 21 2015 01:03:06



Amanda M Meeks

AcornElectric@AcornElectric
AcornElectric

Hi #critlib! I'm Amanda, research and instruction lib at SCAD in Atlanta. I'm excited to talk with you all tonight.



WED, OCT 21 2015 01:03:10



Chris Bourg

mchris4duke@mchris4duke
mchris4duke

Chris, library director, Cambridge MA #critlib



WED, OCT 21 2015 01:03:12



Scary Enough IRL

elizbrary@elizbrary
elizbrary

Elizabeth, librarianship is 2nd career, working in public library, LIS student, prob just lurking tonight #critlib



WED, OCT 21 2015 01:03:13



Sveta Stoytcheva

oksveta@oksveta

Hi #critlib, I'm an academic librarian in Hawai'i.



WED, OCT 21 2015 01:03:14





Laura Childs


librarybae@librarybae
librarybae



Hello #critlib I'm Laura, student at @PrattInfoSchool and aspiring academic librarian!







WED, OCT 21 2015 01:03:18



 hi #critlib lurking on the big screen at @HermanBWells <https://t.co/Lb4HD5ROSh>
hi #critlib lurking on the big screen at @HermanBWells [pic.twitter.com/Lb4HD5ROSh](https://t.co/Lb4HD5ROSh)
 THOM SKULLIVAN @THOMTHOMTHOM · WED, OCT 21 2015 01:03:28



 **Lisa Lepore**
@lisaflepore
Lisa, academic librarian, Los Angeles #critlib
 WED, OCT 21 2015 01:03:36

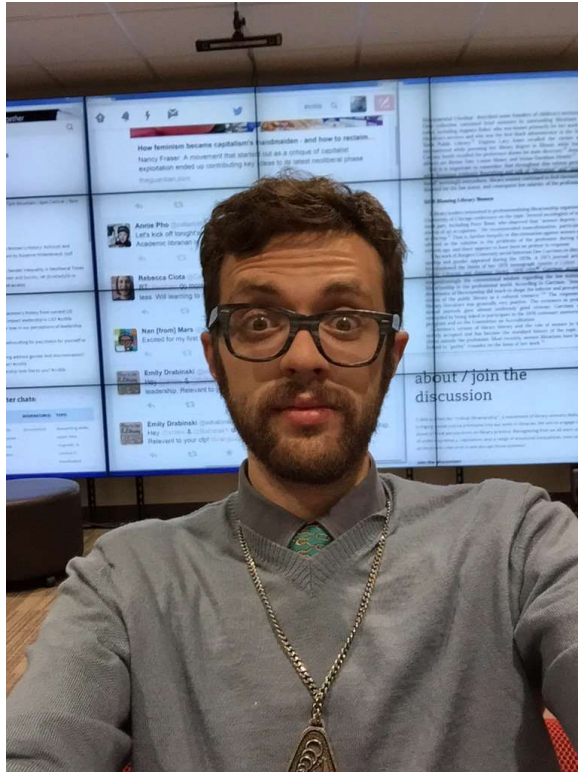
 **Jaime, a librarian**
rowmyboat
What up, #critlib. Jaime, systems librarian in NYC. Also binge watching Miss Fisher's Murder Mysteries tonight.
 WED, OCT 21 2015 01:03:48

 **Gina Murrell**
GinaMurrell1
Greetings from the West Coast! My name is Gina & I currently work at an academic library in the beautiful state of Oregon. #critlib
 WED, OCT 21 2015 01:03:49

 **jp BOOcaro**
@MakeltHappenDay
#critlib acquisitions librarian in nj
 WED, OCT 21 2015 01:03:58

 **Patricia Gimenez**
TriciaGimenez
Hi #critlib! I'm Patricia, an academic/instruction librarian in Savannah
 WED, OCT 21 2015 01:04:19

 **April Hathcock**
AprilHathcock
April, academic lib in NYC. I have the distinct pleasure of working with @jvinopal. #critlib
 WED, OCT 21 2015 01:04:19



Ready for #critlib at @IUBloomington @HermanBWells pic.twitter.com/9Dfm2FcQXI

 VAUGHAN HENNEN @VAUGHANCELLO91 · WED, OCT 21 2015 01:04:23

 **Annie Pho**
catladylib

I'll throw out the first Q, but feel free to continue to introduce yourselves! #critlib

 WED, OCT 21 2015 01:04:30

 **Emily Drabinski**
@edrabinski

Hi #critlib I'm Emily (not Ed Rabinski), academic librarian in Brooklyn.

 WED, OCT 21 2015 01:04:37

 **Roxanne Shirazi**
RoxanneShirazi

Hi #critlib! Academic librarian in NYC. It's been a while, I'll try to keep up amidst chaos over here

 WED, OCT 21 2015 01:04:38



Violet Fox
@violetbfox

Hi #critlib, I'm an academic librarian/cataloger in the middle of Minnesota. One eye on Twitter, the other on the #Cubs. #FlyTheW



WED, OCT 21 2015 01:04:38



Nan [from] Mars
nanamartian@nanamartian

Hello! I'm Nan! Student at @PrattInfoSchool, Info Assistant @ NYPL #critlib



WED, OCT 21 2015 01:05:07



Jennifer Vinopal
jvinopal@jvinopal

“@AprilHathcock: April, academic lib in NYC. I have the distinct pleasure of working with @jvinopal. #critlib” And mine to work with April!



WED, OCT 21 2015 01:05:07



Christina Bell
librarybell@librarybell

#critlib I'm also #eveninglibrarian at the #refdesk tonight- sorry if I disappear!



WED, OCT 21 2015 01:05:08



Rebecca Ciota
CiotaRebecca@Rebecca

Hello, #critlib, LIS student in IL.



WED, OCT 21 2015 01:05:35



Maura Smale
mauraweb@mauraweb

Hi #critlib, I'm Maura at a college library in Brooklyn NY, late but happy to be here (and I did the homework!)



WED, OCT 21 2015 01:05:39



Colleen Theisen
libralthick@libralthick

Colleen, special collections. Iowa. #critlib



WED, OCT 21 2015 01:05:51



meridith

librarymeridith

meridith, community college librarian (reference & instruction), Indy [#critlib](#)



WED, OCT 21 2015 01:05:56



Rebecca Halpern

beccahalpern

Hi [#critlib](#), I'm Rebecca - a librarian for an online social work program at a SoCal university!



WED, OCT 21 2015 01:06:02



April Hathcock

AprilHathcock

Big welcome to students and 1st time [#critlib](#)-ers!!!



WED, OCT 21 2015 01:06:10



Ryan P. Randall

foureyedsoul

Hi [#critlib](#)! Ryan, Instruction & Outreach Librarian in Boise, ID Hi to everyone who—like me—didn't finish readings but care enough to join!



WED, OCT 21 2015 01:07:22



sunnykins

sunnykins

Hello [#critlib](#)! LIS student in WA and former community organizer anxious to talk social justice in libraries. doing hw tho in&out of chat...



WED, OCT 21 2015 01:07:24



barbara fister

bfister @bfister

[#critlib](#) - Hi, I'm Barbara in Minnesota. Looking forward to the chat. I, uh, glanced at the homework. Will this be on the test? 🙄



WED, OCT 21 2015 01:07:47



AnnaClutterbuck-Cook

feministlib
feministlib

hey #critlib! Anna, cis, white, Bostonian, w/wife and two cats, Reference Librarian @MHS1791.
#histsex scholar, fanfic writer.



WED, OCT 21 2015 01:07:57



katie

@melbrarian

heya #critlib, im a public librarian from australia. apologies now if i can't keep up, busy busy
busy but super into this topic



WED, OCT 21 2015 01:09:06



lisahubbell

@lisahubbell

Hey all, a bit late to #Critlib party, academic librarian from California.



WED, OCT 21 2015 01:10:06



Nicky Agate

terrains@queers
queers

Lurking on #critlib cos I only get to be a librarian in my other life.



WED, OCT 21 2015 01:10:12



Jen LaBarbera

jenlabarbera
jenlabarbera

Hi #critlib! Queer archivist in San Diego! (I'm currently rewatching Back to the Future, so I
might be lurking in and out tonight.)



WED, OCT 21 2015 01:10:55



madison

beastlibrarian
beastlibrarian

hi #critlib! madison, librarian/fellow at @ncsulibraries. research & information services, and
external relations. lurking as usual!



WED, OCT 21 2015 01:11:48



elwags

elwags @elwags

Hi #critlib! LIS student here. Eavesdropping from DC!



WED, OCT 21 2015 01:11:56



Jeremy Floyd

jjamesfloyd @jjamesfloyd

Hi #critlib trying to follow tonight, I'm a metadata librarian at the University of Nevada



WED, OCT 21 2015 01:12:36



Ethan Fenichel

EthanDF @EthanDF

Hey y'all - I'm Ethan, a (sort-of) cataloger in South Florida... here to learn #critlib



WED, OCT 21 2015 01:14:19



Barnard Library

barnlib @barnlib

Signing into #critlib & catching up. Hooray! (This is Jenna, tweeting for the Barnard College Library in Nueva York.)



WED, OCT 21 2015 01:20:56



Sheryl Ramer Gesoff

PodcastLib @PodcastLib

@barnlib I'm catching up too. Sheryl from New York #critlib



WED, OCT 21 2015 01:21:56



Ian Beilin

@ibeilin

Hi #critlib, Ian, academic librarian from nyc, joining late



WED, OCT 21 2015 01:22:51



Boo Boo Monster

@sparkymonster

Hi #critlib I'm a black queer nerdy librarian living in Cambridge/Somerville MA. Formerly a tech librarian in academia. Currently unemployed



WED, OCT 21 2015 01:28:32



Kathleen C
libraryrat@libraryrat4

Hi #critlib, I'm Kathleen, I work in Boston... mostly lurking :)



WED, OCT 21 2015 01:33:09



Jessica Hochman
@jessicahochman

Hi #critlib! So late because I'm putting together my reappointment packet/having anxiety attack.



WED, OCT 21 2015 01:38:23



James
modbrarian@modbrarian

Hi everyone I am James. Ref & Inst librarian at UW-Whitewater. #critlib



WED, OCT 21 2015 01:38:31



Lisa Raney
lisa_raney@lisa_raney

Hi everyone! I'm Lisa, Reference/History Room Librarian at a public library in CA's Central Valley. I'll mostly be reading tonight #critlib



WED, OCT 21 2015 01:42:03



Annie Pho
catladylib@catladylib

Q1: What's with the erasure of women's history from current LIS education? How does that impact leadership in LIS? #critlib



WED, OCT 21 2015 01:04:57



student loans
kshockey04@kshockey04

a1: we subscribed to the history of the Great Men for a long time. Dewey & Cutter dominate discussions. #critlib



WED, OCT 21 2015 01:06:00



Jaime, a librarian

rowmyboat@rowmyboat

A1: White supremacist capitalist patriarchy, #duh. #critlib



WED, OCT 21 2015 01:06:27



student loans

kshockey04@kshockey04

a1.1 formation of library education based on the premise that female labor was cheaper & menial. #critlib



WED, OCT 21 2015 01:07:04



Christina Bell

librarybell@librarybell

A1 I'm not sure my LIS education really tackled gender in any meaningful way, which says something #critlib



WED, OCT 21 2015 01:07:10



Jaime, a librarian

rowmyboat@rowmyboat

A1: Dewey was a tooooooool. #critlib



WED, OCT 21 2015 01:07:18



Annie Pho

catladylib@catladylib

A2: when I learned about LIS hist. & abt the connection between women's work & status, it def. explained gender gap in leadership. #critlib



WED, OCT 21 2015 01:07:23



Elise Dunham

elisedunham@elisedunham

A1: My LIS ed included at least a brief foray into "Arghhh Dewey exploited women", but yeah, it was brief. #critlib



WED, OCT 21 2015 01:07:26



student loans

kshockey04
kshockey04

a1.2 this history is largely untaught in LIS education today. [#critlib](#)



WED, OCT 21 2015 01:07:40



Annie Pho

catladylib
catladylib

[@rowmyboat](#) mind telling us a little more about that? Let's unpack it. [#critlib](#)



WED, OCT 21 2015 01:07:48



Dinah Handel

DinahHandel
DinahHandel

A1 Gender, like race and class, just goes unmentioned so often in library history, it feels like.
[#critlib](#)



WED, OCT 21 2015 01:08:00



Rebecca Ciota

CiotaRebecca
Rebecca

In academic libraries: 68% female, 32% male. For academic libraries' directors: 57% f, 43% m.
Their salaries: 58,202\$ f; \$62,961 m. [#critlib](#)



WED, OCT 21 2015 01:08:08



♥ s-kelly-ton ♥

kellykietur
kellykietur

A1 this is funny because i don't remember learning much about library history at all - it was line
a unit in the intro class [#critlib](#)



WED, OCT 21 2015 01:08:23



Sara Miller

praise711
praise711

a1: history of white male librarians of congress [#critlib](#)



WED, OCT 21 2015 01:08:24



NetaHell Gangrene

OpOnions @OpOnions

A1 #CritLib, its telling that we have CUTTER numbers, and DEWEY class and Henriette Avram gets saddled with MARC, men's names abound.



WED, OCT 21 2015 01:08:33



Nicole Pagowsky

pumped @pumpedlibrarian

A1 it's a bummer for one, and creates bias against hiring women for leadership positions (subconsciously or not) #critlib



WED, OCT 21 2015 01:08:43



Lisa Lepore

@lisaflepore

We're the Catholic Church, sisters do all the work, the priests hand out the wine #critlib



WED, OCT 21 2015 01:08:44



Annie Pho

catladylib @catladylib

It's cool. They are there in case anyone wants more info. Plenty of things to read! #critlib twitter.com/foureyedsoul/s...



WED, OCT 21 2015 01:08:49



Dinah Handel

DinahHandel @DinahHandel

A1 Or, unmentioned in a critical way. As though it just is normal that we are a profession that is 80% women. #critlib



WED, OCT 21 2015 01:08:49



Christina Bell

librarybell @librarybell

@praise711 Who were not really librarians! #critlib



WED, OCT 21 2015 01:08:54



student loans

kshockey04

a1.3 women have largely been the proponents of revisionist history, which doesn't sit well with the white man. #critlib



WED, OCT 21 2015 01:08:55



Rebecca Ciota

CiotaRebecca

@CiotaRebecca ala.org/research/libra... #critlib



WED, OCT 21 2015 01:09:13



Amanda M Meeks

AcornElectric

A1: It seems to perpetuate the trend of our field being mostly women, while still putting men in the leadership roles within lib* #critlib



WED, OCT 21 2015 01:09:16



Charlotte E. Price

PoorCharlotte

A1 Definitely didn't learn anything about women's history in LIS ed. Felt like there was a push to go away from "library" history #critlib



WED, OCT 21 2015 01:09:29



Jennifer Vinopal

jvinopal@jvinopal

A1: I don't remember learning *any* library history in my program. #critlib



WED, OCT 21 2015 01:09:41



Annie Pho

catladylib

I learned basically nothing about library history until years after school, when I read on my own. #critlib twitter.com/kellykietur/st...



WED, OCT 21 2015 01:09:45



Sveta Stoytcheva

oksveta@oksveta

#critlib A1 – Partially, it means that when we encounter gendered dynamics @ work, we might interpret them as our purely personal failings



WED, OCT 21 2015 01:09:47



Rebecca Halpern

beccahalpern@rebeccakatharine

@CiotaRebecca Yikes! Who is doing the hiring of these director positions? #critlib



WED, OCT 21 2015 01:09:47



April Hathcock

AprilHathcock@AprilHathcock

A1 It feeds into that neutrality myth we keep trying to sell--erase what is inconvenient and non-normative. Pretend to be neutral. #critlib



WED, OCT 21 2015 01:09:51



♥ s-kelly-ton ♥

kellykietur@kellykietur

A1 as far as archives go, i didn't learn ***anything*** about margaret cross norton until AFTER i graduated #critlib



WED, OCT 21 2015 01:10:09



Kate Crowe

kcrowe@kcrowe

@kellykietur We learned about the "history of libraries," but it didn't include a damn thing about labor rights or gender. #critlib



WED, OCT 21 2015 01:10:10



student loans

kshockey04@kshockey04

A1.4 - my comments are limited to American librarianship. #critlib



WED, OCT 21 2015 01:10:16



Jaime, a librarian

rowmyboat rowmyboat

A1 + library historical flavor of it. [#critlib](#)



WED, OCT 21 2015 01:10:18



Charlotte E. Price

PoorCharlotte Charlotte

A1.2 ...and that the idea of women's history was ESPECIALLY irrelevant. 1st time I heard about women's hist w/ libraries was for this [#critlib](#)



WED, OCT 21 2015 01:10:35



barbara fister

bfister @bfister

[@melbrarian](#) nice to have you here! [#critlib](#)



WED, OCT 21 2015 01:10:43



student loans

kshockey04 kshockey04

a1.5 when history of the library is offered, it follows the development of the book, not the development of librarians. [#critlib](#)



WED, OCT 21 2015 01:10:46



sunnykins

sunnykins@sunnykins

A1: I don't know the answer but a fellow student was told to "take outside classes" for race/class/gender analysis [#critlib](#)



WED, OCT 21 2015 01:10:55



Annie Pho

catladylib catladylib

Side note to Q1: who even learned about library history? Without though, we're missing context for LIS issues of today (IMHO). [#critlib](#)



WED, OCT 21 2015 01:10:55



♥ s-kelly-ton ♥

kellykiet@kellykietur

@kcrowe i also have a very, very bad memory so i can barely remember what i did couple weeks ago, let alone libscool #critlib



WED, OCT 21 2015 01:11:04



Kara Plamann Wagoner

KaraKaraPW@KaraPW

A1. I graduated without knowing Hildenbrand or @CoSwl. What does that say about creators of curriculum & priorities? #critlib



WED, OCT 21 2015 01:11:10



Rebecca Halpern

beccahalpern@katharine

What would the history of librarianship look like? Is it fair to ask: "whose librarianship?" #critlib



WED, OCT 21 2015 01:11:15



Jennifer Vinopal

jvinopal@jvinopal

.@AcornElectric Heck yeah that's what I'm seeing: men promoted, women stagnate #critlib



WED, OCT 21 2015 01:11:18



student loans

kshockey04@kshockey04

a1.6 the only reason I can grasp at these things is extra-curricular research projects. #critlib



WED, OCT 21 2015 01:11:40



Laura Childs

librarybae@librarybae

A1: @catladylib I got part of one class sesh on library history last year, no mention of gender #critlib



WED, OCT 21 2015 01:11:49



Rebecca Ciota

CiotaRebecca

I see this happen SO often. Being in a diverse workplace, I see it happen even more when race/age involved. [#critlib](#) [twitter.com/oksveta/status...](#)



WED, OCT 21 2015 01:12:09



Thom Skullivan

thomthom

A1 [#critlib](#) thinking abt lack of history of transwoman in libs - who are women in libs?



WED, OCT 21 2015 01:12:15



Jennifer

gonessquirrelly

[#critlib](#) A1 hasn't that history always been ignored?



WED, OCT 21 2015 01:12:28



NetaHell Gangrene

OpOnions

A1 ppl saying schools didn't teach library history - ties into myth many of us sold "no history, Future of Libraries!" [#CritLib](#)



WED, OCT 21 2015 01:12:48



Christina Bell

librarybell

A1 I learned much more from my MA program on intersectionality, labor, neoliberalism, critical theory. Nothing in lib school [#critlib](#)



WED, OCT 21 2015 01:12:54



Gina Murrell

GinaMurrell1

A1 Library history, like general history, is told from a perspective that often excludes contributions of women, POC, LGBTQ people. [#critlib](#)



WED, OCT 21 2015 01:13:06



student loans

kshockey04

a1.7 the only gender history my program tackled was "women in tech" [#critlib](#)



WED, OCT 21 2015 01:13:07



Emily Drabinski

@edrabinski

A1 Yeah, no history in my LIS program. Anthro seems like a field that addresses its past as central object of study. Do others? [#critlib](#)



WED, OCT 21 2015 01:13:13



Kate Crowe

kcrowe@kcrowe

[@kellykietur](#) You are not alone. My grumpy feminist ears would've perked up @ a discussion of either tho so I'm sticking with it. [#critlib](#)



WED, OCT 21 2015 01:13:24



AnnaClutterbuck-Cook

feministlib

[@PoorCharlotte](#) interesting! say more? if push was away from historical context of "library" what was it toward? [#critlib](#)



WED, OCT 21 2015 01:13:30



Laura Childs

librarybae

A1: Good point in Hildenbrand about emerging history of IS lacking women, especially relevant in light of "info schools" [#critlib](#)



WED, OCT 21 2015 01:13:41



barbara fister

bfister @bfister

[#critlib](#) Q1 hrrmmm ... not sure what's taught these days. It wasn't something I recall hearing about back in the early 80s when I did MLS



WED, OCT 21 2015 01:13:42



lisahubbell
@lisahubbell

A1: I think my LIS education de-emphasized history in general, focused more on practice...
[#critlib](#)



WED, OCT 21 2015 01:13:51



Sveta Stoytcheva
oksveta@oksveta

[#critlib](#) – some history, interspersed in required courses, and usually linked to particular topic (i.e. copyright) [twitter.com/catladylib/sta...](https://twitter.com/catladylib/status/654123456789012345)



WED, OCT 21 2015 01:13:53



Charlotte E. Price
PoorCharlotteCharlotte

A1 I took an elective on the history of the book but that's as close as we got at Drexel... [#critlib](#)



WED, OCT 21 2015 01:13:53



Annie Pho
catladylibcatladylib

From the Hildenbrand article, I learned that in LIS hist. male leadership "legitimized" the profession. Explains some things eh? [#critlib](#)



WED, OCT 21 2015 01:13:58



Jaime, a librarian
rowmyboatrowmyboat

A1 + a bright line leading from "hire smart mousy women & pay them less" to how we are still positioned now. [#critlib](#)



WED, OCT 21 2015 01:14:01



Kara Plamann Wagoner
KaraKaraPWKaraPW

A1. P2: If we cannot value women in lib history, it sets women up for being devalued in the present. [#critlib](#)



WED, OCT 21 2015 01:14:11



Dinah Handel

DinahHandel

A1 I was lucky to have studied women's history/gender studies in undergrad... I think it changed my orientation to the profession. #critlib



WED, OCT 21 2015 01:14:16



Annie Pho

catladylib

@kshockey04 still important though and better than nothing! #critlib



WED, OCT 21 2015 01:14:17



katie

@melbrarian

A1 my LIS education was positioned as ahistorical, emphasis on change due to tech innovation, not evolng political/cultural forces #critlib



WED, OCT 21 2015 01:14:19



♥ s-kelly-ton ♥

kellykietur

@catladylib men "legitimize" a lot of things in general though #critlib



WED, OCT 21 2015 01:14:25



Jennifer

gonesquirrelly

A1 the practice of libnship is the history of women in libraries. Now want conscious appraisal #critlib



WED, OCT 21 2015 01:14:27



lisahubbell

@lisahubbell

A1: ... And diversity was addressed more in terms of the audience than the profession #critlib



WED, OCT 21 2015 01:14:34



Charlotte E. Price

PoorCharlotteCharlotte

@feministlib towards the Future! The internet, metadata, etc. We were an iSchool, not a "library school" anymore #critlib



WED, OCT 21 2015 01:14:34



Elise Dunham

elisedunhamelisedunham

I learned lib history in a few classes that, come to think of it, were taught by a historian. Not comprehensive, but some context. #critlib



WED, OCT 21 2015 01:14:39



student loans

kshockey04kshockey04

@catladylib sure. I agree. but nothing about libr* #critlib



WED, OCT 21 2015 01:14:41



meridith

librarymeridithlibrarymeridith

A1: Honestly didn't get deep into library history until I taught an undergrad-level Intro to Libraries course #critlib



WED, OCT 21 2015 01:15:06



Rachel Gammons

lyttlelibrarianlyttlelibrarian

A1: tangentially related, but would love it if the default pronoun in LIS lit was "she" #critlib



WED, OCT 21 2015 01:15:07



Annie Pho

catladylibcatladylib

@kellykietur basically real life issues are reflected in LIS. #critlib



WED, OCT 21 2015 01:15:08



Jaime, a librarian

rowmyboat
rowmyboat

A1: TBH, the only history of the profession I got was equivalent of "In 1492 Columbus sailed the ocean blue." Nice stories. [#critlib](#)



WED, OCT 21 2015 01:15:09



♥ s-kelly-ton ♥

kellykietur
kellykietur

A1 OH RIGHT, i do remember having to do a presentation on an important librarian and i did do charlemae hill rollins [#critlib](#)



WED, OCT 21 2015 01:15:14



Gina Murrell

GinaMurrell1
GinaMurrell1

[@catladylib](#) Library history at my grad school was cursory, w/ men like Dewey as the focus & women relegated as background players. [#critlib](#)



WED, OCT 21 2015 01:15:19



Kara Plamann Wagoner

KaraKaraPW
KaraKaraPW

[@elisedunham](#), I would love a reading list from the class if you still have it. :) [#critlib](#)



WED, OCT 21 2015 01:15:35



Christina Bell

librarybell
librarybell

[@rowmyboat](#) But only of white dudes [#critlib](#)



WED, OCT 21 2015 01:15:37



lisahubbell

@lisahubbell

[@kshockey04](#) Yes, same picture in my education. [#Critlib](#)



WED, OCT 21 2015 01:15:38



Dinah Handel

DinahHandel

A1 There's also something here about feminization. Our work is devalued bc we are majority female, has implications on leadership [#critlib](#)



WED, OCT 21 2015 01:15:46



Amanda M Meeks

AcornElectric

Yes, we didn't mention diversity in the field once in my program! [#critlib](#)
twitter.com/lisahubbell/st...



WED, OCT 21 2015 01:15:57



Annie Pho

catladylib

[@GinaMurrelli](#) interesting, but who makes up the field? [#sideeye](#) [#critlib](#)



WED, OCT 21 2015 01:16:01



Jaime, a librarian

rowmyboat

[@librarybell](#) exactly; never mind anyone else. [#critlib](#)



WED, OCT 21 2015 01:16:12



Elise Dunham

elisedunham

[@KaraKaraPW](#) Oof, now that's a question. I'll see what I can do after [#critlib](#) is done.



WED, OCT 21 2015 01:16:18



madison

beastlibrarian

A1 we had some library history in our foundation class at GSLIS - libraries, information, and society -not sure if all sections do. [#critlib](#)



WED, OCT 21 2015 01:16:22



Jennifer

gonessqu@reillysquirrelly

A1 can't do conscious appraisal using tools of libnship. Need tools from other areas of academy e.g. Sociology. Challenging. #critlib



WED, OCT 21 2015 01:16:22



Kate Crowe

kcrowe@kcrowe

@GinaMurrell1 A1 Related, in first article - only POC/lgbtiq librarians mentioned "exceptional," v typical of 2nd wave feminism. #critlib



WED, OCT 21 2015 01:16:23



Ryan P. Randall

foureyed@foureyedsoul

A1 The wee history I learned about libraries during MLS was more on documentation, & therefore Suzanne Briet featured prominently #critlib



WED, OCT 21 2015 01:16:30



Vaughan Hennen

@vaughancello91

@GinaMurrell1 this is why we are discussing this! Time to do start a new page in our ILS history! #now #critlib



WED, OCT 21 2015 01:16:33



Thom Skullivan

thomthom@thomthom

A1 #critlib as LIS gets more IS thinking about the lack of history re:women in tech



WED, OCT 21 2015 01:16:37



Rebecca Ciota

CiotaRebecca@Rebecca

Read Wayne Wiegand article (can't remember title)=>libraries a good place to stick (white) women (1) #critlib



WED, OCT 21 2015 01:16:46



Jennifer Vinopal

jvinopal@jvinopal

I'm using "they" these days MT “@lyttlelibrarian: A1: would love it if the default pronoun in LIS lit was "she" #critlib”



WED, OCT 21 2015 01:16:50



Sveta Stoytcheva

oksveta@oksveta

#critlib I felt that point wasn't well supported & I doubt that the history of IS actually is without women (tho historiography might be)



WED, OCT 21 2015 01:16:55



Sveta Stoytcheva

oksveta@oksveta

@oksveta #critlib --ooph, this in reference to Hildenbrand's claim that IS necessarily signals end to (women's) history in libraries



WED, OCT 21 2015 01:20:28



Charlotte E. Price

PoorCharlotteCharlotte

A1 I think the closest we got to history was having to interview a lib director. never looked at who got to be a director #critlib



WED, OCT 21 2015 01:17:17



Gina Murrell

GinaMurrellGinaMurrell1

@catladylib Yes! It wasn't until writing papers requiring deeper study that I learned of women movers & shakers in library history. #critlib



WED, OCT 21 2015 01:17:18



Tom Keegan

@tmkeegan

A1: recent piece by @RoxanneShirazi is a great place to start convos about women and the profession and #dh roxanneshirazi.com/2014/07/15/rep... #critlib



WED, OCT 21 2015 01:17:44



Kate Crowe

kcrowe@kcrowe

@edrabinski A1 I wonder if the lack of historical context in MLIS is due to degree being "professional" rather than "academic." #critlib



WED, OCT 21 2015 01:18:38



lisahubbell

@lisahubbell

@catladylib A1: I really wanted to know more history, and have heard about it more from history sessions at AAM than in school #Critlib



WED, OCT 21 2015 01:18:40



sunnykins

sunnykins@sunnykins

A1: kind of OT but my prof briefly mentioned origins of public library w/out discussion it as an assimilation project to "civilize" #critlib



WED, OCT 21 2015 01:21:31



Annie Pho

catladylib@catladylib

Q2: How do we address gender bias in our perceptions of leadership styles? #critlib



WED, OCT 21 2015 01:15:29



Rebecca Halpern

beccakatharine@beccakatharine

A2: Feminists on every hiring committee! (Only kind of joking.) #critlib



WED, OCT 21 2015 01:16:07



Dinah Handel

DinahHandel@DinahHandel

A2 Consideration of how we think leaders should "lead" and what "leadership" actually means... #critlib



WED, OCT 21 2015 01:16:35



Emily Drabinski

@edrabinski

Thx to @klmccook for sources. #critlib [twitter.com/klmccook/statu...](https://twitter.com/klmccook/status/6541234567890)



WED, OCT 21 2015 01:16:54



Annie Pho

catladylib

It's important to understand what we perceive as leadership and reflect on how gendered that can be. #critlib



WED, OCT 21 2015 01:17:02



this #critlib chat is way more interesting than writing an annotated bibliography... each new tweet got me like... pic.twitter.com/9NTtfPuUZd



SUNNYKINS @SUNNYKINS · WED, OCT 21 2015 01:17:08



Lee Skallerup

readywriting

New hashtag #critlib - pay attention #highered



WED, OCT 21 2015 01:17:11



Rebecca Halpern

beccahalpern@rebeccakatharine

A2: My LIS students know that emotional intelligence makes for good leadership, but we still look down on emotional leaders, right? [#critlib](#)



WED, OCT 21 2015 01:17:36



April Hathcock

AprilHathcock@AprilHathcock

A2 Open reflective practice. Confront our biases. Talk about that process. Call in & out as able. [#critlib](#)



WED, OCT 21 2015 01:17:37



Maura Smale

mauraweb@mauraweb

[@ginaschless](#) [@DinahHandel](#) That's one thing I wish I could go back and change about my undergrad days, feeling catch-uppy now. [#critlib](#)



WED, OCT 21 2015 01:17:46



Dinah Handel

DinahHandel@DinahHandel

A2 Also, I'm thinking about how perceptions about race also play into perceptions about how leaders should be. [#critlib](#)



WED, OCT 21 2015 01:17:47



Rebecca Ciota

CiotaRebecca@Rebecca

[@CiotaRebecca](#) [#critlib](#) Teach these women what "proper" lit is (picked by white men), & these women can just promulgate the canon (2)



WED, OCT 21 2015 01:18:02



♥ s-kelly-ton ♥

kellykietur@kellykietur

A2 i feel like part of this might have to be a general dismantling of the idea that assertive women are bitches etc.? [#critlib](#)



WED, OCT 21 2015 01:18:29



Elise Dunham

elisedunham

@frannypak And I learned from K Wisser. The alma mater (i.e., the profs) shining here. #critlib
Also, hi! :)



WED, OCT 21 2015 01:18:43



Jaime, a librarian

rowmyboat

A2. I kinda feel that might be asking the wrong question. Since we often define "leadership" with reference to masculine traits. #critlib



WED, OCT 21 2015 01:18:53



Rebecca Ciota

CiotaRebecca

@CiotaRebecca #critlib To counteract this history, women (librarians) should get into coll. dev. - and not only cis white mid class women(3)



WED, OCT 21 2015 01:19:04



Christina Bell

librarybell

A2 Some depends on the org- are we talking only higher ed, public libs, schools? #critlib



WED, OCT 21 2015 01:19:04



Annie Pho

catladylib

YUP. #intersectionality #critlib twitter.com/DinahHandel/st...



WED, OCT 21 2015 01:19:08



Nicole Pagowsky

pumpedlibrarian

A2 also need to consider how to not only have more women in leadership, but also women who don't perpetuate status quo further #critlib



WED, OCT 21 2015 01:19:12



Rebecca Halpern

beccahalpern@rebeccakatharine

@rowmyboat What's a better question? #critlib



WED, OCT 21 2015 01:19:13



student loans

kshockey04@kshockey04

critlib.org #critlib twitter.com/readywriting/s...



WED, OCT 21 2015 01:19:16



Emily Drabinski

@edrabinski

This is a fantastic tumblr. @klmccook #critlib twitter.com/klmccook/statu...



WED, OCT 21 2015 01:19:21



Jennifer Vinopal

jvinopal@jvinopal

A1/A2: And just because you may have women leaders doesn't mean you don't have gender discrimination #critlib



WED, OCT 21 2015 01:19:26



Annie Pho

catladylib@catladylib

@kellykietur that's what I was thinking. Being aggressive is fine for a man, but frowned upon in women. #critlib



WED, OCT 21 2015 01:19:41



♥ s-kelly-ton ♥

kellykietur@kellykietur

@DinahHandel esp. in the glass elevator article, where black male nurses were hardly seen as nurses #critlib



WED, OCT 21 2015 01:20:08



katie
@melbrarian

A2 think more abt difference between "being a leader" & "being a team player" these are often same skills, but def gender disparity #critlib



WED, OCT 21 2015 01:20:13



Gina Schlesselman-Ta
ginaschless@ginaschless

@kcrowe @edrabinski I think so. I often hear that lib school is too theoretical not practical enough #critlib



WED, OCT 21 2015 01:20:16



Jaime, a librarian
rowmyboat@rowmyboat

.@beccakatharine maybe not that the question is wrong, but that to even get to ask it, we have first to interrogate the question. #critlib



WED, OCT 21 2015 01:20:19



Annie Pho
catladylib@catladylib

@librarybell what's the difference in your opinion? #critlib



WED, OCT 21 2015 01:20:23



Christina Bell
librarybell@librarybell

A2 Every hiring committee I've been on has hired a cis white guy. No matter what I say, what questions I ask #critlib



WED, OCT 21 2015 01:20:32



Sara Miller
praise71@praise711

@pumpedlibrarian What do you think are some ways that women perpetuate the status quo? #critlib



WED, OCT 21 2015 01:21:07



Charlotte E. Price

PoorCharlotte

A2 Having a woman in charge does not mean that biases in gender and favoring male librarians' voices over others disappears. #critlib



WED, OCT 21 2015 01:21:08



Laura Childs

librarybae

@praise711 @pumpedlibrarian we can often be our own worst enemies, not supporting each other enough #critlib



WED, OCT 21 2015 01:21:32



Jennifer

gonessquirrelly

Q2 latest 8rs study shows half(?) university libns are women but dry facts no politics
ls.ualberta.ca/8rs/reports.ht... #critlib



WED, OCT 21 2015 01:21:37



AnnaClutterbuck-Cook

feministlib

@PoorCharlotte AH. I think I just escaped that wave, 2007-2011; also at a historically women's trade school which colored things. #critlib



WED, OCT 21 2015 01:21:39



Dinah Handel

DinahHandel

A2 I think there are such things as leadership traits, but I also think that anyone can possess them and be an excellent leader. #critlib



WED, OCT 21 2015 01:21:41



Gina Murrell

GinaMurrell1

A2: Before addressing gender bias in our perceptions of leadership styles, it would help to analyze any internalized sexism. #critlib



WED, OCT 21 2015 01:21:41



Christina Bell

librarybell@librarybell

@catladylib It is a political question- they all rely on gov't funding, but the overall org leadership differs + #critlib



WED, OCT 21 2015 01:21:44



Rebecca Ciota

CiotaRebecca@Rebecca

@catladylib @kellykietur I question if "aggressive" should be good at all (for m or f). Aggression is violent (esp for m). #critlib



WED, OCT 21 2015 01:21:52



Donna Witek

donna@donnawitek

.@readywriting check out critlib.org for background/history/present practice around hashtag #critlib 😊



WED, OCT 21 2015 01:22:05



Lisa Lepore

@lisaflepore

A2 Notice our affective responses to leaders. Try and catch if race or gender influences you and how you respond to authority. #critlib



WED, OCT 21 2015 01:22:13



Anna Clutterbuck-Cook

feministlib@feministlib

this. #critlib [twitter.com/PoorCharlotte/...](https://twitter.com/PoorCharlotte/)



WED, OCT 21 2015 01:22:18



Christina Bell

librarybell@librarybell

@catladylib I'm thinking about race and class here specifically, within a community #critlib



WED, OCT 21 2015 01:22:21



Rebecca Halpern

beccahalpern @beccakatharine

@CiotaRebecca @catladylib @kellykietur Yup, aggressive /= decisive, which I think is what is meant. #critlib



WED, OCT 21 2015 01:22:23



Nicole Pagowsky

pumped @nicolapagowsky librarian

A2.1 & conundrum w perception of women lead, expectation to be warm/caring, but looked down on (@beccakatharine said something sim) #critlib



WED, OCT 21 2015 01:22:24



Violet Fox

@violetbfox

@CiotaRebecca Is that the "American Library History Literature, 1947-1997: Theoretical Perspectives?" (pdf school.utexas.edu/~lcr/archive/f...) #critlib



WED, OCT 21 2015 01:22:51



Annie Pho

catladylib @catladylib

@librarybell I was thinking of what we value in leadership more generally and how that related to gender. What's valued? #critlib



WED, OCT 21 2015 01:22:53



KNIFE PARTY

@marxalot

This. I'm lurking on #critlib while doing homework. #multitask [twitter.com/LBWicket/statu...](https://twitter.com/LBWicket/status...)



WED, OCT 21 2015 01:22:57



barbara fister

bfister @bfister

#critlib Q2 Our org structures are hostile to people who don't buy into chains of command and control. So many women say no thanks.



WED, OCT 21 2015 01:23:00



katie
@melbrarian

A2 if your workplace employs mostly women, note the frequency with which the men in your org speak & how their opinion is regarded #critlib

 WED, OCT 21 2015 01:23:05



Jaime, a librarian
rowmyboatrowmyboat

A2: Also, fuck leaders? Let's re-imagine our structures entirely. #critlib

 WED, OCT 21 2015 01:23:17



Elizabeth
elizbraryelizbrary

A2: I don't have a good answer for this, but I do feel penalized because my comm and work styles don't read as "feminine" enough #critlib

 WED, OCT 21 2015 01:23:28



Rebecca Halpern
beccakatharinebeccakatharine

@catladylib @librarybell Good question: what does leadership mean? What are leadership traits and how are they culturally specific? #critlib

 WED, OCT 21 2015 01:23:41



April Hathcock
AprilHathcockAprilHathcock

A2 Also need to distinguish b/w FEMINIST leadership and what society calls FEMININE leadership. #critlib

 WED, OCT 21 2015 01:23:50



Librarian
klmccookklmccook

The Role of women in librarianship, 1876-1976: The entry, advancement, and struggle for equalization in one profession. 1979 #critlib

 WED, OCT 21 2015 01:24:06



Jennifer

gonesq@getty
gonesq@getty squirrelly

Q2 leaders as a #neoliberal concept related to entrepreneurship, assumes can fill bag w skills=leader, no artistry=bad lot? #critlib



WED, OCT 21 2015 01:24:07



lisahubbell

@lisahubbell

A2: Management in library field benefits from some trad "feminine" qualities, like listening as part of communication #critlib



WED, OCT 21 2015 01:24:07



Rebecca Halpern

beccahalpern
beccahalpern katharine

YES PLEASE. RT @rowmyboat A2: Also, fuck leaders? Let's re-imagine our structures entirely. #critlib



WED, OCT 21 2015 01:24:08



Nicole Pagowsky

pumped@prairie
pumped@prairie librarian

@praise711 like what @PoorCharlotte says here for example: [twitter.com/PoorCharlotte/...](https://twitter.com/PoorCharlotte/) #critlib



WED, OCT 21 2015 01:24:17



Annie Pho

catlady@catladylib

Yes. More stepping in, and stepping out within convos. #critlib [twitter.com/melbrarian/sta...](https://twitter.com/melbrarian/status/)



WED, OCT 21 2015 01:24:20



Elizabeth

elizbrary@elizbrary

#critlib (every time I stop to write a tweet I miss 50 more!)



WED, OCT 21 2015 01:24:25



Christina Bell

librarybell@librarybell

@catladylib The traits we value in "leaders" are traditional masc ones. Don't transfer to women, poc who face rejection for them #critlib



WED, OCT 21 2015 01:24:29



Ryan P. Randall

foureyed@souleyedsoul

A2 slantwise: I've often heard that I'm "soft spoken." Really doubt I'd ever have heard that if I had different gender presentation #critlib



WED, OCT 21 2015 01:24:30



Rebecca Ciota

CiotaRebecca@Rebecca

@violetbfox I don't think so (at least, that doesn't look familiar). I'll have to look for it #critlib



WED, OCT 21 2015 01:24:40



sunnykins

sunnykins@sunnykins

A2: also where do gender non-conforming people fit in? #critlib so far it seems not anywhere comfortably...



WED, OCT 21 2015 01:24:41



katie

@melbrarian

A2 because yes, agree w everyone here talking abt how a woman-dominated field does not equal one w/out gender discrimination #critlib



WED, OCT 21 2015 01:25:07



barbara fister

bfister @bfister

#critlib We are lib orgs so ridic big on concentrating power, requiring permission, general infantilization of workers? Why why why??



WED, OCT 21 2015 01:25:11



♥ s-kelly-ton ♥

kellykietur@kellykietur

@foureyedsoul HA i've been told that i'm intimidating!!! #critlib



WED, OCT 21 2015 01:25:12



Librarian

klmccook@klmccook

Goetsch, L. A., Watstein, S., & American Library Association. (1993). On account of sex: librarianship, 1987-1992. Scarecrow Press. #critlib



WED, OCT 21 2015 01:25:12



Barnard Library

barnlib @barnlib

A2 And between lean-in feminism & intersectional feminism in leadership. #critlib
[twitter.com/AprilHathcock/...](https://twitter.com/AprilHathcock/)



WED, OCT 21 2015 01:25:22



Jennifer

gonessquirrelly@gonessquirrelly

Q2 leaders within the complement of libns vs ppl in "leadership" positions? Former likely linked to history, latter not so much? #critlib



WED, OCT 21 2015 01:25:26



Nicole Pagowsky

pumped@pumpedlibrarian

YESSSSSS #critlib [twitter.com/AprilHathcock/...](https://twitter.com/AprilHathcock/)



WED, OCT 21 2015 01:25:40



Rebecca Halpern

beccakatharine@beccakatharine

@bfister Because we're silo-ed, territorial, and paranoid about the future? #critlib



WED, OCT 21 2015 01:25:49



Annie Pho

catladylib@catladylib

This is a great question. #critlib twitter.com/sunnykins/stat...



WED, OCT 21 2015 01:25:52



Sveta Stoytcheva

oksveta@oksveta

@melbrarian I started doing this in our library senate meeting today and it quickly got discouraging. #critlib



WED, OCT 21 2015 01:25:56



KNIFE PARTY

@marxalot

Collab and coop structures! Down with the middle management mentality! #critlib
twitter.com/rowmyboat/stat...



WED, OCT 21 2015 01:26:13



Rebecca Ciota

CiotaRebeccaRebecca

@elizbrary #critlib I've been called "demanding" & "abrasive" by supervisor b/c I asked for more projects.



WED, OCT 21 2015 01:26:23



Dinah Handel

DinahHandelDinahHandel

A2 Also, I'm down with having many leaders. No reason why one person has to be in charge- we can have ideas/make decisions together #critlib



WED, OCT 21 2015 01:26:33



katie

@melbrarian

A2 oh and for goodness sake, if u running prof dev, think about this stuff. sick of dudes telling me how easy it is to get lib jobs #critlib



WED, OCT 21 2015 01:26:52



♥ s-kelly-ton ♥

kellykietokellykietur

@barnlib @oksveta FUCK LEAN IN #critlib



WED, OCT 21 2015 01:27:06



barbara fister

bfister @bfister

@rorylitwin #critlib Vendors, retail, and above all shiny silly con valley boys.



WED, OCT 21 2015 01:27:22



Jaime, a librarian

rowmyboat rowmyboat

Down with the top levels of management, too. #critlib [twitter.com/marxalot/statu...](https://twitter.com/marxalot/status...)



WED, OCT 21 2015 01:27:37



KNIFE PARTY

@marxalot

Also favor staying in a place to DO WORK rather than go to "leadership" job away from what they LIKE to do #critlib twitter.com/bfister/status...



WED, OCT 21 2015 01:27:54



Rachel Gammons

lyttlelibrarian lyttlelibrarian

A2 My role models of radical lady leadership have come from outside LIS, not bc they dont exist, but bc they arent as celebrated #critlib



WED, OCT 21 2015 01:31:00



Annie Pho

catladylib catladylib

Q3: How does gender impact advocating for pay/status for yourself or your staff? #critlib



WED, OCT 21 2015 01:26:29



Kara Plamann Wagoner

KaraKaraPW KaraKaraPW

Q3. I wonder how many women in tenure-track positions tried to negotiate for higher pay compared to men who negotiated?? #critlib



WED, OCT 21 2015 01:27:56



Rebecca Ciota

CiotaRebecca

[@violetbfox](#) [#critlib](#) This one: Weigand, W. (1989). The development of librarianship in the United States. *Libraries & Culture*, 24(1), 99-109



WED, OCT 21 2015 01:28:06



Lisa Hubbell

@lisahubbell

[@bfister](#) definitely some differences btwn leadership within the library, and being respected in politics of parent institution [#Critlib](#)



WED, OCT 21 2015 01:28:08



Jaime, a librarian

rowmyboat

AHAHAHAHAHAHAHAHAHA [#critlib](#) [twitter.com/catladylib/sta...](https://twitter.com/catladylib/status/654123456789)



WED, OCT 21 2015 01:28:14



Annie Pho

catladylib

A3 I dunno about everyone else, but I was taught to be nice and shut up. Makes it hard to stand up for myself. [#critlib](#)



WED, OCT 21 2015 01:28:17



Kate Crowe

kcrowe@kcrowe

[@GinaMurrell](#) YUP. It starts with each one of us critically self-examining perspectives & behaviors & be willing to be called out. [#critlib](#)



WED, OCT 21 2015 01:28:24



Sheryl Ramer Gesoff

PodcastLib

[@catladylib](#) I think being willing to admit that you are wrong is a stereotypically feminine quality & a great quality in a leader [#critlib](#)



WED, OCT 21 2015 01:28:31



Emily Drabinski

@edrabinski

@sunnykins Right? Def troubles these discussions. #critlib



WED, OCT 21 2015 01:28:38



April Hathcock

AprilHathcock

And I'm too loud, opinionated, and aggressive. We should switch! #critlib #angryblacklady
twitter.com/foureyedsoul/s...



WED, OCT 21 2015 01:28:54



DNA schedule

@ryanprior

I'm building tools for people to remember, share and archive, in great detail, how they reached conclusions. #critlib



WED, OCT 21 2015 01:28:59



student loans

kshockey04

a3: I get taken seriously because of my masculine presentation. The job search may be arduous but not as arduous as others. #critlib



WED, OCT 21 2015 01:29:02



Annie Pho

catladylib

A3 It impacts how you advocate for yourself (like negotiating salary, knowing yr own worth), how you communicate decisions. #critlib



WED, OCT 21 2015 01:29:19



Sheryl Ramer Gesoff

PodcastLib

@bfister "ask for forgiveness, not permission?" #critlib



WED, OCT 21 2015 01:29:22



Jennifer

gonesq@reillysquirrelly

A3 how many even think to try to negotiate? Not given practice of skills and knowledge in school
#critlib



WED, OCT 21 2015 01:29:53



Amanda M Meeks

AcornElectric@AcornElectric

A3: It's uncomfortable because I know that the odds are not in my favor. #critlib



WED, OCT 21 2015 01:30:10



@thomthomthom discussions about men and women leave me wondering when they'll understand gender binary #critlib pic.twitter.com/Y8gQJnT00C



SUNNYKINS @SUNNYKINS · WED, OCT 21 2015 01:30:30



♥ s-kelly-ton ♥

kellykietur@kellykietur

a3 maybe it's my background but i'm used to the attitude where you take what you're give or you gtfo so pay neg. is hard #critlib



WED, OCT 21 2015 01:30:34



Rebecca Ciota

CiotaRebecca@Rebecca

@sunnykins @ ALA, the all-gender bathrooms weren't successful. Saddened to see nonbinary marginalized. #critlib



WED, OCT 21 2015 01:30:55



Gina Murrell

GinaMurrell1

A3 When offered my current contract job, I negotiated for a higher salary, which is atypical for women to do. But I know my worth. #critlib



WED, OCT 21 2015 01:30:55



Colleen Theisen

libralthinking

A3: Donors relations too, not just salary. #critlib



WED, OCT 21 2015 01:30:58



♥ s-kelly-ton ♥

kellykietur

a3 that said my current gig is uh...you take what you get of you gtfo. whoops. #critlib



WED, OCT 21 2015 01:31:00



Charlotte E. Price

PoorCharlotte

A3 Ohhhhh this question. So much seems tied to saying "well the men have more tech skills so they deserve more" #critlib



WED, OCT 21 2015 01:31:02



Nicole Pagowsky

pumpeduplibrarian

A3 when certain feminine traits/expectations attributed to a person, their advocating for pay/raise can be viewed as "difficult" #critlib



WED, OCT 21 2015 01:31:06



April Hathcock

AprilHathcock

On the flip side, I was taught the opposite. And it's still a struggle to be heard/taken seriously. #critlib [twitter.com/catladylib/sta...](https://twitter.com/catladylib/status/654123456789)



WED, OCT 21 2015 01:31:06



Laura Childs

librarybae@librarybae

@beccakatharine and the opposite too -- playing nice because I look "innocent" can be an "advantage". dangerous! #critlib



WED, OCT 21 2015 01:31:08



Ian Beilin

@ibeilin

@catladylib there's already a problem when we have a system where salary is 'negotiated'; individualism is part of patriarchy #critlib



WED, OCT 21 2015 01:31:16



Emily Drabinski

@edrabinski

We all had to take mgmt classes in lib school. Did any incl disc of alt models of organization @rowmyboat & others suggesting? #critlib



WED, OCT 21 2015 01:31:28



Lisa Lepore

@lisaflepore

@beccakatharine @bfister So often we forbid creativity. We can be a deferential profession, ask to be seen, squelch ourselves #critlib



WED, OCT 21 2015 01:31:28



Jaime, a librarian

rowmyboat@rowmyboat

@marxalot so much this. we don't need to/we can't/don't want to all climb those ladders. fuck those ladders. let me do good work. #critlib



WED, OCT 21 2015 01:31:29



Tom Keegan

@tmkeegan

A2: anyone who doesn't see the shared strength and pragmatic advantage of collaboration in leadership risks success #critlib



WED, OCT 21 2015 01:31:39



Elise Dunham

elisedunham@elisedunham

Also wondering abt lib advocating 4 itself w/in parent institution (where relevant)? Does issue travel up? [#critlib](#) [twitter.com/catladylib/sta...](https://twitter.com/catladylib/status/654123456789)



WED, OCT 21 2015 01:31:41



Charlotte E. Price

PoorCharlotte@PoorCharlotte

A3.2 ..but not providing all genders in org. ability/time/resources to gain NEW skills and improve. [#critlib](#)



WED, OCT 21 2015 01:31:46



student loans

kshockey04@kshockey04

[@ibeilin](#) [@catladylib](#) & part of general devaluation through neoliberal individuation [#critlib](#)



WED, OCT 21 2015 01:31:46



Rebecca Halpern

beccakatharine@beccakatharine

[@pumpedlibrarian](#) But I think that has a to do with the context of the negotiator - I know I can get away w/ more bc I'm cis & femme [#critlib](#)



WED, OCT 21 2015 01:32:09



Barnard Library

barnlib@barnlib

Disc's of challenging traditional leadership models make me abt dep't admins/ofc mgrs. We need need them & they nd recognition & \$ [#critlib](#)



WED, OCT 21 2015 01:32:09



Kate Crowe

kcrowe@kcrowe

[@OpOnions](#) Names mean things, indeed. [#critlib](#)



WED, OCT 21 2015 01:32:14



Elizabeth
elizbrary@elizbrary

@kellykietur @foureyedsoul Got that t-shirt #critlib



WED, OCT 21 2015 01:32:27



Annie Pho
catladylib@catladylib

@sunnykins @thomthomthom slowly, I think discussion about gender identity is happening at institutional level, but not fast enough. #critlib



WED, OCT 21 2015 01:32:30



Emily Drabinski
@edrabinski

Conflict aversion gets in my way. Need to be liked. Wanting everyone to be happy. #critlib
#feministleadership



WED, OCT 21 2015 01:32:37



student loans
kshockey04@kshockey04

@edrabinski @rowmyboat NOPE it was taught by a business librarian and an upper management apologist. EVERYTHING was economic data. #critlib



WED, OCT 21 2015 01:32:38



lisahubbell
@lisahubbell

A3: Having MLIS sets a bar for pay/status that doesn't exist in museum field, with more tasks delegated to interns, volunteers #critlib



WED, OCT 21 2015 01:32:38



Jennifer Vinopal
jvinopal@jvinopal

.@DinahHandel I think that's the essence of good leadership. It's not being a visionary but helping others collectively have vision #critlib



WED, OCT 21 2015 01:32:42



Amanda M Meeks

AcornElectric@AcornElectric

I definitely plan on advocating more for myself in the next go-around! Despite it being terrifying and intimidating @gonesquirrelly #critlib



WED, OCT 21 2015 01:32:46



Librarian

Klmccook@Klmccook

WOMEN LIBRARY WORKERS Journal-15 years digitized. #critlib
books.google.com/books/about/Wo...



WED, OCT 21 2015 01:32:48



Jaime, a librarian

rowmyboat@rowmyboat

@edrabski a very neoliberal adaptation of the principle. #critlib



WED, OCT 21 2015 01:32:57



Perlita Payne

ppayne510@ppayne510

@edrabski none that I remember and I graduated in May #critlib



WED, OCT 21 2015 01:33:03



madison

beastlibrarian@beastlibrarian

A3 taken me a LONG time to come to a positive view of my own self worth.feels insane to say to self: I deserve decent compensation. #critlib



WED, OCT 21 2015 01:33:14



Christina Bell

librarybell@librarybell

A3 I put a neon green "TROUBLE MAKER" sign on my door. I'm unapologetically outspoken. Didn't help in salary negotiations #critlib



WED, OCT 21 2015 01:33:17



katie
@melbrarian

A3 getting male mgmt to take sexual harrasment from patrons seriously. "oh! it happens to me too! an old lady kissed me once!" #critlib



WED, OCT 21 2015 01:33:20



sunnykins
sunnykins@sunnykins

@CiotaRebecca what wasn't successful about them? i remember seeing pictures of the bathroom signs and feeling heartened. Policing? #critlib



WED, OCT 21 2015 01:33:24



Annie Pho
catladylib@catladylib

@kshockey04 @ibeilin tell us more! let's expand on this. #critlib



WED, OCT 21 2015 01:33:33



Rebecca Halpern
beccakatharine@beccakatharine

@librarybell I need one of those! #critlib



WED, OCT 21 2015 01:33:41



barbara fister
bfister @bfister

@beccakatharine Maybe. But also want to blame dependence on business for models. We can do better. #critlib



WED, OCT 21 2015 01:33:51



Nan [from] Mars
nanamartian@nanamartian

@edrabinski I feel like it can easily come down to "wanting to be liked" vs "wanting to be paid (fairly)" #critlib



WED, OCT 21 2015 01:34:19



Christina Bell

librarybell@librarybell

A3 Has anyone had luck with a union on this question? I'm at will and thus all on my own
[#critlib](#)



WED, OCT 21 2015 01:34:23



Jennifer

gonessquirrel@gonessquirrelly

[@AcornElectric](#) Other libns will help you for sure. If academic, hit up faculty associations.
[#critlib](#)



WED, OCT 21 2015 01:34:30



Rachel Gammons

lyttlelibrarian@lyttlelibrarian

A3 when your salary is public information, it becomes a direct indicator of your value to the organization [#critlib](#)



WED, OCT 21 2015 01:34:34



Elise Dunham

elisedunham@elisedunham

Men among us, if you don't mind, how do you feel when you negotiate/advocate? [#critlib](#)



WED, OCT 21 2015 01:34:40



Rebecca Ciota

CiotaRebecca@CiotaRebecca

[@sunnykins](#) Some policing. Also, signs taken down. Men/women self-segregate, making it still hard for nonbinary to feel comfortable [#critlib](#)



WED, OCT 21 2015 01:34:40



Charlotte E. Price

PoorCharlotte@Charlotte

Getting female mgmt to take this seriously, too!! [#critlib](#) [twitter.com/melbrarian/sta...](https://twitter.com/melbrarian/status/654123456789)



WED, OCT 21 2015 01:34:43



student loans

kshockey04
@kshockey04

[@ibeilin](#) [@catladylib](#) overview of profession & individual members are viewed as feminine. places us lower relative to masculine+ [#critlib](#)



WED, OCT 21 2015 01:34:48



Lisa Lepore

@lisaflepore

A3 Salaries should not be secret. Should be a liberated and open conversation about who makes what, about how work/ers are valued. [#critlib](#)



WED, OCT 21 2015 01:34:51



Jaime, a librarian

rowmyboat
@rowmyboat

[@ibeilin](#) [@catladylib](#) and somehow that negotiation never includes, to quote, "fuck you, pay me." [#critlib](#)



WED, OCT 21 2015 01:34:51



Emily Drabinski

@edrabinski

[@rowmyboat](#) Horizontalism for Working Librarians. I feel like we need this as a [@mnyle](#) workshop. [#critlib](#)



WED, OCT 21 2015 01:35:11



Jessica

@schomj

[@edrabinski](#) I didn't. It's required now but I think a lot of people went through LIS without any mgmt training [#critlib](#)



WED, OCT 21 2015 01:35:15



Barnard Library

barnlib @barnlib

[@edrabinski](#) [@rowmyboat](#) tbh I'm grateful when I have an awesome boss to deal w/ mucky mucks, HR, etc. FOR EXAMPLE [@lisarnorberg!](#) [#critlib](#)



WED, OCT 21 2015 01:35:15



katie
@melbrarian

A3 talking abt emotional labour in workplace as it relates to gender, having our concerns abt its impact on our work understood #critlib



WED, OCT 21 2015 01:35:21



Dinah Handel
DinahHandel

@edrabinski Feel that! I feel like I care about maintaining good workplace relationships at the expense of myself... blegh! #critlib



WED, OCT 21 2015 01:35:25



Elise Dunham
elisedunham

Male-read/presenting, I should say* #critlib twitter.com/elisedunham/st...



WED, OCT 21 2015 01:35:25



student loans
kshockey04

@ibeilin @catladylib professions and mirrors structure of dominant paradigm, so masculine librarians also individuated from fem #critlib



WED, OCT 21 2015 01:35:35



Rebecca Ciota
CiotaRebecca

#critlib How do you neg salaries when equity is a concern? (I.e. your institution won't neg bc giving new employee more not equitable)



WED, OCT 21 2015 01:35:38



Sara Miller
praise711

@nanamartian @edrabinski Also, we're community-minded and want one another to do well, at least at my lib. Keeping the peace. #critlib



WED, OCT 21 2015 01:35:42



NetaHell Gangrene

OpOnions @OpOnions

@librarybell my POW is unionized #LocalSIEU888 #CritLib



WED, OCT 21 2015 01:35:43



Ryan P. Randall

foureyed @foureyedsoul

@kshockey04 @edrabinski @rowmyboat Am I allowed to imagine a library future where Emma Goldman is taught as a model leader? #critlib



WED, OCT 21 2015 01:35:51



Boo Boo Monster

@sparkymonster

@kshockey04 in my required LIS technology class I was repeatedly informed that tech ppl worship Sir Tim Berners-Lee #critlib



WED, OCT 21 2015 01:35:51



lisahubbell

@lisahubbell

A3: So gender plays into hiring for lesser positions, but lib field doesn't assume full pay is also subsidized by spouse salary #critlib



WED, OCT 21 2015 01:35:55



Ian Beilin

@ibeilin

@catladylib @kshockey04 to be expected to make your case for a good salary put the burden on the indiv 1/2 #critlib



WED, OCT 21 2015 01:35:59



♥ s-kelly-ton ♥

kellykietur @kellykietur

@librarybell when i was a grad student assistant the union negotiated pay raises, but i didn't directly do it #critlib



WED, OCT 21 2015 01:36:04



barbara fister

bfister @bfister

[@PodcastLib](#) I'm way too old to ask for permission for any damn thing. Or apologize. (Also, have tenure.) [#critlib](#)



WED, OCT 21 2015 01:36:10



Annie Pho

catladylib catladylib

[@CiotaRebecca](#) [@sunnykins](#) I noticed the self-segregation and it was weird. Like ppl missed the point. [#critlib](#)



WED, OCT 21 2015 01:36:10



Elizabeth

elizbrary elizbrary

A3: Rest of county employees got raises last year. Not the library, though. (We get 90% of funding from county.) [#critlib](#)



WED, OCT 21 2015 01:36:48



Nicole Pagowsky

pumpedlibrarian pumpedlibrarian

[@beccakatharine](#) yep, everything is intersectional [#critlib](#)



WED, OCT 21 2015 01:37:04



James

modbrarian modbrarian

Well, I was getting settled into do [#critlib](#) when a coworker getting their MLIS needed to talk about ethics in archives for an hour.



WED, OCT 21 2015 01:37:05



katie

@melbrarian

A3 & this too relates to perceptions of how hard we're working or how difficult our jobs are, esp if you are frontline staff [#critlib](#)



WED, OCT 21 2015 01:37:10



Sveta Stoytcheva

oksveta@oksveta

A3 I *tried* negotiating, but walked away feeling silly for having asked... sure that's not my experience alone. [#critlib](#)



WED, OCT 21 2015 01:37:33



Melissa Coulston

@melissamsmc

Looking up public salaries has been helpful in neg. prep. also whoa some ppl make so much [#critlib](#) twitter.com/lisaflepore/st...



WED, OCT 21 2015 01:37:38



James

modbrarian@modbrarian

really interesting and thought provoking convo, but now i have missed most of [#critlib](#) excuse me while i try and catch up.



WED, OCT 21 2015 01:37:53



Christina Bell

librarybell@librarybell

[@oksveta](#) Mine was the same! [#critlib](#)



WED, OCT 21 2015 01:37:57



Lisa Hinchliffe

lisalibrarian@lisalibrarian

[@OpOnions](#) [@bfister](#) Though I'm partial to the fact that our A&I database is LISA :) [#critlib](#)



WED, OCT 21 2015 01:37:58



Maura Smale

mauraweb@mauraweb

[@librarybell](#) It's useful when salaries are publicly available, we have a union which helps w/transparency (also a public college). [#critlib](#)



WED, OCT 21 2015 01:37:58



Ian Beilin
@ibeilin

@lisaflepore at my former job, salaries were public, but it didn't fix this problem necessarily #critlib

WED, OCT 21 2015 01:38:00



Charlotte E. Price
PoorCharlotteCharlotte

A3 My mom's salary was posted in the city newspaper each year bc she was a city librarian.& then ppl would call & complain about it #critlib

WED, OCT 21 2015 01:38:54



Jeremy Floyd
jjamesfloydjjamesfloyd

A3 the biggest piece of bs is that somehow working with cool stuff means we shouldn't be fairly compensated #critlib

WED, OCT 21 2015 01:40:20



Rachel Gammons
lyttlelibrarianlyttlelibrarian

A3.2 the perception in libraries/academics that we do what we do bc we *love* it makes salary feel like a secondary consideration #critlib

WED, OCT 21 2015 01:40:20



Jaime, a librarian
rowmyboatrowmyboat

A3 negotiating higher pay isn't a thing you can do if you've got no bargaining chip, and that feels true for almost all of us. #critlib

WED, OCT 21 2015 01:40:38



Barnard Library
barnlib @barnlib

A3 Ppl socialized as women may have a hard time showing pride in work, easier to be self-critical on self-evals, e.g.->pay inequity #critlib

WED, OCT 21 2015 01:40:53



Annie Pho

catladylib@catladylib

Q4: Does LIS leadership training address gender and discrimination? How can we make it better? #critlib



WED, OCT 21 2015 01:37:58



Annie Pho

catladylib@catladylib

Related to Q4, do many people even get leadership training? Certain ALA programs exist, but how many participate or are able to? #critlib



WED, OCT 21 2015 01:38:42



Jennifer

gonessquirrelly@gonessquirrelly

Who defined leadership as desirable? Does everyone automagically want to be leaders? #critlib



WED, OCT 21 2015 01:38:47

Em Johnson

@MissEmilieLib

#critlib: am struggling not to contribute angry/frustrated statements about my experiences. Can't retain a professional voice if I do.



WED, OCT 21 2015 01:38:51



Ryan P. Randall

foureyedsoul@foureyedsoul

@ibeilin @catladylib @kshockeyo4 And individualized, rewards go to those already benefitting from {gender, race, class} privilege. #critlib



WED, OCT 21 2015 01:39:19



Rebecca Ciota

CiotaRebecca@CiotaRebecca

It's not. Many times employers will tell you salary isn't negotiable. Absolutely NOT okay. #critlib twitter.com/oksveta/status...



WED, OCT 21 2015 01:39:20



April Hathcock

AprilHathcock@AprilHathcock

A4 Individuals from #critlib and elsewhere are making it better. But that's exception. Still a long way to go.



WED, OCT 21 2015 01:39:34



s-kelly-ton

kellykietur@kellykietur

@catladylib well i APPLIED to emerging leaders but i haven't heard anything yet ugh #critlib



WED, OCT 21 2015 01:39:39



Thom Skullivan

thomthom@thomthom

A4 #critlib had a lib mgmt class that said "leaders follow visions" w/o defining the structures that allow vision



WED, OCT 21 2015 01:39:46



Boo Boo Monster

@sparkymonster

@kshockeyo4 after months of only guys, I brought it up with instructor. I got to talk abt Turing being gay which was great #critlib



WED, OCT 21 2015 01:39:57



Ian Beilin

@ibeilin

@OpOnions having a union helps, but is no guarantee of pay equity, unfortunately @librarybell #critlib



WED, OCT 21 2015 01:40:02



LIANZA President

LIANZA@LIANZA

Some thought provoking tweets coming across on #critlib. Today's discussion is on gender and leadership in LIS.



WED, OCT 21 2015 01:40:08



Amanda M Meeks

AcornElectric @AcornElectric

A4: I took a leadership class in my MLS program and it most definitely did not address gender and/or discrimination. #critlib



WED, OCT 21 2015 01:40:26



barbara fister

bfister @bfister

@MissEmilieLib I think "professional" is far too often used to mean "shut up" #critlib



WED, OCT 21 2015 01:40:41



Vaughan Hennen

@vaughancello91

I am a supervisor at two libraries at IU and never got leadership training @catladylib #critlib



WED, OCT 21 2015 01:40:46



Dinah Handel

DinahHandel @DinahHandel

A4 I don't even know what leadership training looks like. Feel like my leadership style is influenced by punk/riot grrrr! DIY ethos #critlib



WED, OCT 21 2015 01:40:49



Elizabeth

elizbrary @elizbrary

@edrabinski @rowmyboat Not mine. But my program is... not good. #critlib



WED, OCT 21 2015 01:40:58



Nicole Pagowsky

pumpedup @pumpeduplibrarian

A3?4? We have talked about having salary form / database (anonymous) to see \$ compared w race/gender id/etc.-would be of interest? #critlib



WED, OCT 21 2015 01:41:01



Christina Bell

librarybell@librarybell

A4 Training is so ad hoc, and I get the sense some of the ALA programs are a bit "popular crowd" cliquy #critlib



WED, OCT 21 2015 01:41:08



student loans

kshockey@kshockey04

a4 my only leadership training is from boy scouts and we all know how problematic they are. #critlib



WED, OCT 21 2015 01:41:23



Jennifer

gonesquirrel@gonesquirrelly

A4 #neolib all about stripping out politics so why would our "leaders" want to bring up the uglies when not considered relevant? #critlib



WED, OCT 21 2015 01:41:29



Thom Skullivan

thomthom@thomthom

A4.1 #critlib also the ablist language of this idea yuck



WED, OCT 21 2015 01:41:31



♥ s-kelly-ton ♥

kellykietur@kellykietur

@catladylib it's kind of BS that EL is like "you have to go to the confs but you might have to pay for it all yourself lol" #critlib



WED, OCT 21 2015 01:41:33



KNIFE PARTY

@marxalot

This brings up the issue of invisible labor. What happens to the leaders if the workers walk out one day? #critlib [twitter.com/gonesquirrelly...](https://twitter.com/gonesquirrelly)



WED, OCT 21 2015 01:41:43



Ian Beilin
@ibeilin

@mauraweb but still some puzzling discrepancies in pay, and many people scratching their heads, no? @librarybell #critlib



WED, OCT 21 2015 01:41:50



Sarah Fancher
@fanchidon

.@lisahubbell, no but God help the librarians married to "real" academics- lots of maddening assumptions tied up w PhD spouse! #critlib



WED, OCT 21 2015 01:41:50



barbara fister
bfister @bfister

@gonessquirrelly I think we all want efficacy and a chance to make things better. That's leadership. No I do not want to be a boss's #critlib



WED, OCT 21 2015 01:41:59



♥ s-kelly-ton ♥
kellykietur

@catladylib i think it definitely limits the kinds of people that might apply #critlib



WED, OCT 21 2015 01:42:00



Charlotte E. Price
PoorCharlotte

A4 Not as far as I've seen. Seems like that thing where we go LA LA WE'RE ALL EQUAL and ignore gender/race disparities... #critlib



WED, OCT 21 2015 01:42:00



Gina Schlesselman-Ta
ginaschless

Yes! When something is a "calling," no need for fair compensation #critlib
twitter.com/lyttlelibraria...



WED, OCT 21 2015 01:42:08



Rebecca Ciota

CiotaRebecca CiotaRebecca

I'd like to see that. I don't even know if it needs to be anon. [#critlib](#)
twitter.com/pumpedlibraria...



WED, OCT 21 2015 01:42:12



Jessica Hochman

@jessicahochman

.@lyttlelibrarian agree even if we love our work we should still be well compensated. [#critlib](#)



WED, OCT 21 2015 01:42:15



Gina Murrell

GinaMurrell1

[@catladylib](#) Leadership training is offered in "professional development" courses at my library. Attendance is voluntary. [#critlib](#)



WED, OCT 21 2015 01:42:25



Jaime, a librarian

rowmyboat

A4: Meh. Those with such platforms rarely have a decent analysis of it. *snoooore* [#critlib](#)



WED, OCT 21 2015 01:42:28



Barnard Library

barnlib @barnlib

Yep--being accused of being emotional is problematic bc it's equated to being female, therefore weak. [#critlib](#) twitter.com/MissEmilieLib/...



WED, OCT 21 2015 01:42:29



NetaHell Gangrene

OpOnions

[@lyttlelibrarian](#) that pernicious lie "love what you do you'll never work a day in your life" -- sure, in the post capitalism [#CritLib](#)



WED, OCT 21 2015 01:42:33



James

modbrarian@modbrarian

@catladylib #critlib I know a lot of lib people are in leadership roles not by choice.



WED, OCT 21 2015 01:42:35



Sheryl Ramer Gesoff

PodcastLib@PodcastLib

@melbrarian @catladylib yes I agree- I even deleted the tweet! admitting you're wrong IS a great quality, but is not valued at ALL. #critlib



WED, OCT 21 2015 01:42:38



Thom Skullivan

thomthom@thomthom

@DinahHandel I know how to do programming because I booked shows #critlib



WED, OCT 21 2015 01:42:41



Courtney Boudreau

courtums@courtums

A4: took an entire mngt class (required) where an entire class was dedicated to gender issues in library work places. #critlib



WED, OCT 21 2015 01:42:48



Annie Pho

catladylib@catladylib

Transparency is key. This is a good idea! #critlib twitter.com/pumpedlibraria...



WED, OCT 21 2015 01:42:52



LH

lhansen1181@lhansen1181

@readywriting #critlib is gr8. Consider following @pumpedlibrarian et al. for a more steady stream of critical IL and libr talk



WED, OCT 21 2015 01:42:53



Amanda M Meeks

AcornElectric@AcornElectric

A4: I feel like I was "trained" by piecemeal leadership roles here and there through volunteering and lib* jobs. #critlib



WED, OCT 21 2015 01:42:57



Ryan P. Randall

foureyedsoul@foureyedsoul

A4 Kinda wondering "Does LIS training address gender?" full stop. "Does LIS training address discrimination?" full stop. #critlib



WED, OCT 21 2015 01:43:04



Boo Boo Monster

@sparkymonster

@catladylib A3 I was taught it was rude to talk about how much money people made #critlib



WED, OCT 21 2015 01:43:20



Christina Bell

librarybell@librarybell

@ibeilin @mauraweb My salary is defined in a band with others across campus, so variation in background, education, etc #critlib



WED, OCT 21 2015 01:43:22



Kate Crowe

kcrowe@kcrowe

@catladylib A4 Maj of librarians being women seems to make gender a less visible issue. We do better at least acknowledging race. #critlib



WED, OCT 21 2015 01:43:45



♥ s-kelly-ton ♥

kellykietur@kellykietur

i'm the most unprofessional professional #critlib twitter.com/bfister/status...



WED, OCT 21 2015 01:43:47



Dinah Handel

DinahHandel

@foureyedsoul no. and no. :(#critlib



WED, OCT 21 2015 01:43:53



student loans

kshockey04

This. There might be a class aspect to this. #critlib [twitter.com/sparkymonster/...](https://twitter.com/sparkymonster/)



WED, OCT 21 2015 01:44:07



Boo Boo Monster

@sparkymonster

@AprilHathcock I've been dinged for aggression & lack of deference as well
#teamangryblackwomen #critlib



WED, OCT 21 2015 01:44:18



Annie Pho

catladylib

How do they get there? Seems like a bad idea if one doesn't want to be a leader. #critlib
[twitter.com/modbrarian/sta...](https://twitter.com/modbrarian/status...)



WED, OCT 21 2015 01:44:19



Sarah Fancher

@fanchidon

👏 Everybody just own your professional status & judgment, all together now! #critlib
twitter.com/bfister/status...



WED, OCT 21 2015 01:44:22



Kara Plamann Wagoner

KaraKaraPW

A4. My program let us explore leadership roles & take risks. Imperative to allow LIS students to lead in order to gain confidence. #critlib



WED, OCT 21 2015 01:44:24



Rebecca Ciota

CiotaRebecca

Librarianship as a profession is not paid well BECAUSE it's woman-dominated. [#critlib](#) It's prob 78% or less than what we should be paid.



WED, OCT 21 2015 01:44:31



Barnard Library

barnlib @barnlib

YES PLEASE. Especially hard, I think, in a perfectionist attracting field like librarianship. [#critlib](#) [twitter.com/PodcastLib/sta...](#)



WED, OCT 21 2015 01:44:31



Lisa Lepore

@lisaflepore

[@ibeilin](#) But it gives us information. That matters. Keeping it secret insinuates that we're all in on something, that we all agree. [#critlib](#)



WED, OCT 21 2015 01:44:56



Barnard Library

barnlib @barnlib

That's what they want us to think. :) [#critlib](#) [twitter.com/sparkymonster/...](#)



WED, OCT 21 2015 01:45:05



Ian Beilin

@ibeilin

[@lisaflepore](#) I agree - I'm now in a situation where it's all rumors and whispers, and grumbling [#critlib](#)



WED, OCT 21 2015 01:45:33



KNIFE PARTY

@marxalot

The concept that race/gender/ability "isn't relevant" to a given subject is willful blindness& silencing [#critlib](#) [twitter.com/gonesquirrelly...](#)



WED, OCT 21 2015 01:45:34



Kate Crowe

kcrowe@kcrowe

@lyttlelibrarian That line gets thrown at teachers, social workers, so many other "service" professions which are maj female. #critlib



WED, OCT 21 2015 01:45:38



Laura Childs

libraryba@librarybae

@catladylib I hear a lot about not enough staff -> you get hired for a job and get loaded w/ responsibilities not in description #critlib



WED, OCT 21 2015 01:45:39



Jennifer

gonessqu@reillysquirrelly

Then that change is happening from below. Are bypassing "normal" channels of leading "change #critlib twitter.com/bfister/status...



WED, OCT 21 2015 01:45:45



AnnaClutterbuck-Cook

feministlib@feministlib

A4 #critlib resisted leading (burnout) but did take req. Archives Mgmt class in grad school, more recently Effective Supervision workshop



WED, OCT 21 2015 01:45:47



Thom Skullivan

thomthom@thomthom

@KaraKaraPW what form did these explorations take? #critlib



WED, OCT 21 2015 01:45:58



Perlita Payne

ppayne510@ppayne510

Speaking of invisible labor, what abt extra- hire or substitute libs in PLs? We get no insurance, no pension, not enough hours #critlib



WED, OCT 21 2015 01:46:17



Annie Pho

catladylib

@kcrowe although there is still disparity despite LIS being 80% women, you make a really good point. It's even more complex w/race. #critlib



WED, OCT 21 2015 01:46:20



Ryan P. Randall

foureyedsoul

@courtums That's...um... quick. Sadly, I'm simultaneously thinking "At least they were addressed." #critlib



WED, OCT 21 2015 01:46:34



Jessica Hochman

@jessicahochman

.@barnlib last night in my all women class we agreed to stop prefacing every comment with apology or self-deprecation; not easy. #critlib



WED, OCT 21 2015 01:46:35



KNIFE PARTY

@marxalot

@kshockey04 but if we get lost in the stacks, you can orienteer our way out, right? #critlib



WED, OCT 21 2015 01:46:38



Dinah Handel

DinahHandel

A4 I can't wait for feminist leadership book to grapple with these ideas/be a resource for people. #critlib



WED, OCT 21 2015 01:46:43

Antero Garcia

@anterobot

The parallels between teacher education and LIS programs being made clear on #critlib is striking. So many professional allies to connect...



WED, OCT 21 2015 01:46:44



♥ s-kelly-ton ♥

kellykietur@kellykietur

@kshockeyo4 it was always drilled to me in retail to NEVER ask what your coworkers made #critlib



WED, OCT 21 2015 01:46:49



Donna Witek

donna@donnawitek

@kellykietur @catladylib this is ridiculous ugh #critlib



WED, OCT 21 2015 01:47:02



Jaime, a librarian

rowmyboat@rowmyboat

Susan Faludi estimated that for every 10% increase women in a profession, wage fell by \$700 (1990 dollars) #critlib twitter.com/CiotaRebecca/s...



WED, OCT 21 2015 01:47:03



AnnaClutterbuck-Cook

feministlib@feministlib

A4 #critlib management class v. business school-y, no radical theory, very much "how to be a good middle manager" & comply w/status quo



WED, OCT 21 2015 01:47:17



♥ s-kelly-ton ♥

kellykietur@kellykietur

@kshockeyo4 nevertheless i found out that new male hires were getting more than me and i was PISSED #critlib



WED, OCT 21 2015 01:47:19



Kate Crowe

kcrowe@kcrowe

@gonessquirrelly Nope. As the child of administrators, I know the price of being a "leader" in academia & I am reluctant to pay it. #critlib



WED, OCT 21 2015 01:47:26



Jessica Hochman

@jessicahochman

@anterobot couldn't agree more. Welcome! #critlib

 WED, OCT 21 2015 01:47:28



Liz De Coster

@lizdecoster

@ibeilin @lisaflepore Where I am "privacy" causes resentment among staff - creates a sense of scarcity, competition for resources. #critlib

 WED, OCT 21 2015 01:47:31



Dinah Handel

DinahHandel

@jessicahochman @barnlib One of my resolutions has been to stop saying sorry unnecessarily. Its tough! #critlib

 WED, OCT 21 2015 01:47:33



Charlotte E. Price

PoorCharlotte

@catladylib @modbrarian I've seen it too. Someone else leaves, someone has to take the lead in the meantime. #critlib

 WED, OCT 21 2015 01:47:39



Barnard Library

barnlib @barnlib

A4 I attended a leadership training program at Cornell, & the ppl the trainer quoted were 100% men. Mostly white. #critlib #microaggressions

 WED, OCT 21 2015 01:47:47



Gina Schlesselman-Ta

ginaschless

And social workers, nurses, etc. #critlib Our field strangely similar to others
twitter.com/anterobot/stat...

 WED, OCT 21 2015 01:47:58



Jessica Hochman

@jessicahochman

@DinahHandel maybe you told me that and it inspired me! I have to give you credit :) @barnlib #critlib



WED, OCT 21 2015 01:48:16



Kate Crowe

kcrowe@kcrowe

@jessicahochman @barnlib I love the "STOP APOLOGIZING" conversation. I remind myself of that constantly. #critlib



WED, OCT 21 2015 01:48:22



Rachel Gammons

lyttlelibrarian

A4 unsupportive & inflexible work environments do not encourage female leadership, most training addresses symptoms, not causes #critlib



WED, OCT 21 2015 01:49:12



Anna Clutterbuck-Cook

feministlib

A4 #critlib I'm pretty skeptical of emerging leadership rhetoric - who benefits from telling these stories about the profession, right?



WED, OCT 21 2015 01:49:50



Vaughan Hennen

@vaughancello91

A4.A way to improve leadership training is to discuss gender discrimination openly, focusing on the why factor with employees #critlib



WED, OCT 21 2015 01:50:37



Gina Schlesselman-Ta

ginaschless

A4: for me, it means practicing standing up for myself & remembering how good it feels, even when scary #critlib



WED, OCT 21 2015 01:53:58



Annie Pho

catladylib

Last question! Q5 What does feminist leadership look like to you? [#critlib](#)



WED, OCT 21 2015 01:46:37



s-kelly-ton

kellykietur

a5 feminist leadership is intersectional, full stop [#critlib](#)



WED, OCT 21 2015 01:48:38



Charlotte E. Price

PoorCharlotte

A5 I'm not even sure sometimes. But collaboration, sharing, mutual support & respect is a start [#critlib](#)



WED, OCT 21 2015 01:48:39



Librarian

klmccook

[@foureyedsoul](#) do ALA accreditation & standards address? blowback if not? LIBRARIANS must demand that COA.address.gender and discr.[#critlib](#)



WED, OCT 21 2015 01:49:03



Kara Plamann Wagoner

KaraPW

1/3 [@thomthomthom](#) We had plenty of opportunities to lead student groups: hawaii.edu/lis/lis-organ... plus...[#critlib](#)



WED, OCT 21 2015 01:49:28



KNIFE PARTY

@marxalot

Women say/hear "I'm sorry" & mean "that's bad", men mean/hear "my fault". Why they never say it. [#critlib](#) twitter.com/DinahHandel/st...



WED, OCT 21 2015 01:49:28



Rebecca Ciota

CiotaRebecca

@ppayne510 The increase in PT ref is nearly criminal. Reference is prob the hardest thing to do...PT don't get any of the suport. #critlib



WED, OCT 21 2015 01:49:50



Sveta Stoytcheva

oksveta@oksveta

#critlib A5 – intersectionality; awareness + openness + advocacy about structural issues; good facilitation skills



WED, OCT 21 2015 01:49:51



Liz De Coster

@lizdecoster

@PoorCharlotte @catladylib @modbrarian Or it's a promotion/appointment reflecting the organization's priorities over individual. #critlib



WED, OCT 21 2015 01:49:55



Elizabeth

elizbrary@elizbrary

@barnlib Not sure - at my level I am expected to be fully F on Myers-Briggs in order to be good at my job - judged by other women #critlib



WED, OCT 21 2015 01:49:58



Kate Crowe

kcrowe@kcrowe

@kellykietur If it's not, it's shitty feminism. #critlib



WED, OCT 21 2015 01:50:05



Jaime, a librarian

rowmyboat@rowmyboat

To use an old term, "pink collar ghetto" #critlib twitter.com/ginaschless/st...



WED, OCT 21 2015 01:50:07



Amanda M Meeks

AcornElectric

A5: Be an advocate for yourself and those around you, to empower them to do the same and provide support. [#critlib](#) [twitter.com/catladylib/sta...](#)



WED, OCT 21 2015 01:50:08



Boo Boo Monster

@sparkymonster

@AprilHathcock @kshockeyo4 none of the tech ppl I know, including ppl working at Google & Microsoft, care or think about Sir Tim [#critlib](#)



WED, OCT 21 2015 01:50:15



Jennifer

gonessquirrelly

Leadership in academic libraries seems to entail imposing party line of [#neolib](#) Admin. Straight jacket. [#critlib](#) [twitter.com/kcrowe/status/...](#)



WED, OCT 21 2015 01:50:16



Nan [from] Mars

nanamartian

A5 More inclusive (race, gender, etc.) [#critlib](#)



WED, OCT 21 2015 01:50:20



Violet Fox

@violetbfox

Q5 [#critlib](#) Feminist leadership looks like my @zinepavilion friends: supportive, encouraging, everyone dedicated to doing their share.



WED, OCT 21 2015 01:50:25



Annie Pho

catladylib

A5, Lucky to have gr8 role models. Ppl who understand systematic issues related to gender+race, who are willing to advocate for us. [#critlib](#)



WED, OCT 21 2015 01:50:28



Kara Plamann Wagoner

KaraKaraPW

2/3 @thomthomthom...plus input into LIS commons redesign in our LIS management class & collaboration w/professionals #critlib



WED, OCT 21 2015 01:50:33



Tom Keegan

@tmkeegan

A3/4: teach on these matters when we can. Students value honest talk about the worlds they're about to enter. #thereoughtabeaclass #critlib



WED, OCT 21 2015 01:50:34



James

modbrarian

working at a public higher ed inst. Is salaries are transparent, public record. Any inequalities can at least be addressed easier. #critlib



WED, OCT 21 2015 01:50:38



Anna Clutterbuck-Cook

feministlib

A4 #critlib (which is not to say individual awardees, etc., aren't doing WONDERFUL AMAZING things; I just wonder the value of showcasing)



WED, OCT 21 2015 01:50:39



Gina Murrell

GinaMurrell1

A5 Feminist leadership seeks/values the contributions of all, regardless of gender, race, orientation, class, physical ability, etc #critlib



WED, OCT 21 2015 01:51:02



Ryan P. Randall

foureyesoul

@klmccook Good point. Thank you—I was looking for a good answer to the second part of the Q! #critlib



WED, OCT 21 2015 01:51:05



April Hathcock

AprilHathcock

@barnlib @sparkymonster Yep. I've had that one: "Why the attitude?" "Huh? Wha? I was just thinking about lunch!" #critlib



WED, OCT 21 2015 01:51:07



Amanda M Meeks

AcornElectric

A5: Also, get out of the way to let those around you make things happen and let them have autonomy. #critlib



WED, OCT 21 2015 01:51:07



Elise Dunham

elisedunham

A5 Addressing problem for what it is--structural--not what it isn't--individual. We don't have even have to stop apologizing. #critlib



WED, OCT 21 2015 01:51:16



♥ s-kelly-ton ♥

kellykietur

a5 also i said it before and i'll say it again, fuck lean in #critlib



WED, OCT 21 2015 01:51:20



Dinah Handel

DinahHandel

A5 collectivity, critical self reflection, praxis, and ability to be humble (but also give yourself props!) #critlib



WED, OCT 21 2015 01:51:46



Nan [from] Mars

nanamartian

YES! @GinaMurrell1 #critlib



WED, OCT 21 2015 01:51:53



katie
@melbrarian

A5 appraising areas of weakness as well as strength. lifting others up. ongoing recognition & address of privilege. integrity #critlib



WED, OCT 21 2015 01:52:03



Jaime, a librarian
rowmyboat rowmyboat

A5: First, "my feminism will be intersectional or it will be bullshit." Second, no leaders/we are all leaders. #critlib



WED, OCT 21 2015 01:52:22



Liz De Coster
@lizdecoster

@CiotaRebecca @ppayne510 And often get less training, more challenging hours to manage, "on call" shifts, etc. #critlib



WED, OCT 21 2015 01:52:31



elwags
elwags @elwags

@catladylib emotional intelligence + vision + experience #critlib



WED, OCT 21 2015 01:52:31



April Hathcock
AprilHathcock

A5 @jvinopal @mchris4duke @mauraweb just to name a few... #critlib



WED, OCT 21 2015 01:52:43



Kara Plamann Wagoner
KaraKaraPW KaraPW

3/3 @thomthomthom...(app dev workshops & silent auction committee for Hawai'i Library Association were two that I worked on) #critlib



WED, OCT 21 2015 01:52:45



Annie Pho

catladylib

[@AprilHathcock](#) [@barnlib](#) [@sparkymonster](#) I get quiet/meekness projected onto me sometimes. Makes me confused. [#critlib](#)



WED, OCT 21 2015 01:52:46



KNIFE PARTY

@marxalot

This. I got the full Lesbian Feminist "all oppression is linked" education & I'm sticking to it! [#critlib](#) twitter.com/GinaMurrell1/s...



WED, OCT 21 2015 01:52:49



Patricia Gimenez

TriciaGimenez

[@AcornElectric](#) big yes to advocacy! [#critlib](#)



WED, OCT 21 2015 01:52:53



barbara fister

bfister

[@gonessquirrelly](#) "change" is such a bludgeon in our profession - be afraid! Quick, do as I say. Or be doomed. [#critlib](#)



WED, OCT 21 2015 01:52:53



Perlita Payne

ppayne510

[@CiotaRebecca](#) [#critlib](#) but extra hire is one way to get experience. Catch 22.



WED, OCT 21 2015 01:53:23



Vaughan Hennen

@vaughancello91

[@smrtgrls](#) is a good start to leadership [#critlib](#)



WED, OCT 21 2015 01:53:39



lisahubbell
@lisahubbell

A5: Feminist leadership looks more like mentoring than bossing. Supporting growth, honoring skills, bringing self to work [#critlib](#)



WED, OCT 21 2015 01:53:55



Sarah Fancher
@fanchidon

.@catladylib I'd venture to say...not enough. [#critlib](#)



WED, OCT 21 2015 01:54:17



Nan [from] Mars
nanamartian
nanamartian

I agree. Recognizing and addressing where and what the issues are is so important. [@melbrarian](#) [#critlib](#)



WED, OCT 21 2015 01:54:18



Elizabeth
elizbrary
@elizbrary

[@kellykietur](#) [@kshockeyo4](#) Worked many jobs in prev career where discussing salary was firing offense [#critlib](#)



WED, OCT 21 2015 01:54:20



Kate Crowe
kcrowe@kcrowe

A5 Speaking truth to power. I would love examples of folks who've done this successfully & risen through ranks to make real change. [#critlib](#)



WED, OCT 21 2015 01:54:34



Annie Pho
catladylib
@catladylib

A5 I'm seeing quite a few responses that mention lifting up, and I love it. [#truth](#) [#critlib](#)



WED, OCT 21 2015 01:54:36



Jennifer Vinopal

jvinopal@jvinopal

A5: engaging as feminist=constantly q'ing what it means to engage as a feminist. Wlways asking myself *is* this feminist ldrshp? #critlib



WED, OCT 21 2015 01:54:55



Jennifer

gonessquirelly@gonessquirelly

A5 does having "feminist" leader imply a binary?Is libn need to categorize undervaluing complexity of leadership in all its facets? #critlib



WED, OCT 21 2015 01:55:03



Jaime, a librarian

rowmyboat@rowmyboat

A5 Because, #allourgrievancesareconnected. #critlib



WED, OCT 21 2015 01:55:04



katie

@melbrarian

A5 ime feminist leadership also abt knowledge sharing - respectfully and as freely as is possible. collaboration, not competition #critlib



WED, OCT 21 2015 01:55:06



Rachel Gammons

lyttlelibrarian@lyttlelibrarian

A5 leading by example! grateful for feminist leaders who are courageous and kind, and model #worklifebalance #critlib #progressnotperfection



WED, OCT 21 2015 01:55:11



Jessica

@schomj

A5. Reading Fletcher's "Disappearing Acts: Gender, Power & Relational Practice at Work" is giving me better idea of answers to this #critlib



WED, OCT 21 2015 01:55:14



Charlotte E. Price

PoorCharlotte
@PoorCharlotte

@elizbrary @kellykietur @kshockey04 some states have laws protecting salary convos, but not all and it's so discouraged! #critlib



WED, OCT 21 2015 01:55:18



Laura Childs

librarybae
@librarybae

@lisahubbell I like this as a shift away from aggression model of leadership #critlib



WED, OCT 21 2015 01:55:21



Rebecca Ciota

Rebecca
@RebeccaCiota

@StandingHannah Real estate used to be prestigious & man-dominated, doctors too. More woman enter...and the salaries decrease. #critlib



WED, OCT 21 2015 01:55:46



Melissa Coulston

@melissamsmc

A5 Respect, building up, listening #critlib



WED, OCT 21 2015 01:55:49



madison

beastlibrarian
@beastlibrarian

A5 building people up, all voices shared at the table - heard & respected. a person's humanity is recognized in workplace. #critlib



WED, OCT 21 2015 01:55:50



KNIFE PARTY

@marxalot

Most important phrase I ever learned to say/believe: "I don't have to put up with this" #critlib
twitter.com/ginaschless/st...



WED, OCT 21 2015 01:56:09



NetaHell Gangrene

OpOnions@OpOnions

@elizbrary @kellykietur @kshockey04 which of course is often a protected right...
npr.org/2014/04/13/301... #CritLib



WED, OCT 21 2015 01:56:11



Lisa Lepore

@lisaflepore

A5 Feminist leadership is a ton of reading and understanding of others in profound ways,
starting from there. No assumptions. #critlib



WED, OCT 21 2015 01:56:32



Ian Beilin

@ibeilin

All the A5's are so great; everything one needs to look for in a 'leader' #critlib



WED, OCT 21 2015 01:57:45



Annie Pho

catladylib@catladylib

Ahhh! So many great tweets and convos flying through my feed tonight. #critlib



WED, OCT 21 2015 01:56:46



Jennifer Vinopal

jvinopal@jvinopal

OMG gonna keel over from tired. This was a great discussion. Goodnight! #critlib



WED, OCT 21 2015 01:56:35



madison

beastlibrarian@beastlibrarian

A5 freedom to collaborate & experiment. freedom to try something & have it not work & that be
okay, laugh, move on, try something else #critlib



WED, OCT 21 2015 01:57:47



katie
@melbrarian

A5 & making sure library is kind of environment where discussions gender/race/ability etc are encouraged, not "too controversial" #critlib



WED, OCT 21 2015 01:57:48



Librarian
klmccook@klmccook

@foureyedsoul LIS progs report demogr. to ALA & efforts to increase diversity. See who does it on ground--admins or worker bees? #critlib



WED, OCT 21 2015 01:57:53



Ryan P. Randall
foureyedsoul@foureyedsoul

A5 In addition to acting with intersectionality in mind, feminist leadership to me involves naming structural issues. #critlib



WED, OCT 21 2015 01:58:27



Roxanne Shirazi
RoxanneShirazi@RoxanneShirazi

A5: Feminist leadership: no chain-of-command rules or self-assessment scorecards. #critlib



WED, OCT 21 2015 01:59:27



Annie Pho
catladylib@catladylib

Alright, time for your #critpitch for #critlib! And no I'm not talking about the game. Unless you want to, then that's okay.



WED, OCT 21 2015 01:57:19



Charlotte E. Price
PoorCharlotte@PoorCharlotte

I am so glad there was so much participation in tonight's #critlib. I am reeling (in a good way) & have so much more to read



WED, OCT 21 2015 01:57:21



Thom Skullivan

thomthomthomthomthom

love "bring self to work" celebrating successes n creating spaces to be vulnerable #critlib
twitter.com/lisahubbell/st...



WED, OCT 21 2015 01:57:21



Dinah Handel

DinahHandelDinahHandel

@catladylib Thanks for modding, coming up with great questions, and choosing readings!
#critlib



WED, OCT 21 2015 01:57:29



Kara Plamann Wagoner

KaraKaraPWKaraPW

All of this talk makes me want to learn more about self-advocacy #critlib



WED, OCT 21 2015 01:57:54



Rebecca Ciota

CiotaRebeccaRebecca

Disgusting. And I don't think it's legal. #critlib twitter.com/elizbrary/stat...



WED, OCT 21 2015 01:57:55



Vaughan Hennen

@vaughancello91

Embracing change, spearheading research, and bringing all facets of librarianship to the floor
for speculation #power #yes #critlib



WED, OCT 21 2015 01:57:55



Jessica Hochman

@jessicahochman

@thomthomthom I agree! It's so important, yet also a bit daunting. #critlib



WED, OCT 21 2015 01:58:05



Kate Crowe

kcrowe@kcrowe

@elisedunham re: the apologizing, I am all for honest admissions of wrongdoing - I am anti apologies solely designed to shrink you. #critlib



WED, OCT 21 2015 01:58:19



barbara fister

bfister @bfister

#critlib Lost track of questions, but it's not helpful that a major factor in career (\$\$) advancement is how many people "report" to you.



WED, OCT 21 2015 01:58:22



Amanda M Meeks

AcornElectric @AcornElectric

GREAT discussion #critlib! Holy moly. Thank you @catladylib for moderating my favorite chat I've made it to yet!



WED, OCT 21 2015 01:58:46



KNIFE PARTY

@marxalot

@DinahHandel be realistic in your self assessments, pos and neg! Rep your achievements, make lessons of your shortfalls #critlib



WED, OCT 21 2015 01:58:52



student loans

kshockey04 @kshockey04

my #critlib #critpitch is if your place of work has an opening and you want me to be there, let me know.



WED, OCT 21 2015 01:58:54



Violet Fox

@violetbfox

I've been struggling to get volunteers to Storify #critlib lately--it's not a difficult task but it's an important one!



WED, OCT 21 2015 01:59:07



Charissa Powell

Charissa Powell

Wah so sad I missed #critlib tonight - I was doing at event at work! Very much looking forward to reading through the tweets



WED, OCT 21 2015 01:59:08



Jennifer

gonessquirrelly

Sovereign is s/he who defines the exception to the rule, ie who gets to decide "change" and what change? #critlib twitter.com/bfister/status...



WED, OCT 21 2015 01:59:13



Ian Beilin

@ibeilin

@bfister that seems to be one of the main criteria for salary levels impow #critlib



WED, OCT 21 2015 01:59:15



April Hathcock

April Hathcock

Great #critlib! Thanks, @catladylib!



WED, OCT 21 2015 01:59:18



NetaHell Gangrene

OpOnions

Thanks so much to @catladylib for hosting this INTENSE #CritLib night!



WED, OCT 21 2015 01:59:21



Annie Pho

catladylib

@bfister weird way to measure impact and how one advances in a career. #critlib



WED, OCT 21 2015 01:59:25



Vaughan Hennen

@vaughancello91

@catladylib they do offer a mgmt class, but I believe that supervisors in any capacity should have leadership training #critlib



WED, OCT 21 2015 01:59:29



Nicole Pagowsky

pumped@pumpedlibrarian

Great chat tonight, thanks [@catladylib](#) for choosing topic and moderating! [#critlib](#)



WED, OCT 21 2015 01:59:30



Dinah Handel

DinahHandel

[@marxalot](#) Agree! There's always much to learn when things don't work out/go the way you thought they would. [#critlib](#)



WED, OCT 21 2015 01:59:31



Gina Schlesselman-Ta

ginaschless

Thanks for the great convo, [#critlib](#) ! Can't wait for libraryjuicepress.com/feminist-leade... from [@shlew](#) & [@BaharakY](#)



WED, OCT 21 2015 01:59:32



Ian Beilin

@ibeilin

Thanks [@catladylib](#) for the great readings, Qs and convo [#critlib](#)



WED, OCT 21 2015 01:59:47



Melissa Coulston

@melissamsmc

Thanks to all--my first [#critlib](#) and it was wonderful! So glad to be joining this field!



WED, OCT 21 2015 01:59:55



Lisa Lepore

@lisaflepore

[@catladylib](#) Yes, we can either be debilitated by them or do a hell of a lot of work to be liberated from them. [#critlib](#)



WED, OCT 21 2015 01:59:55



NetaHell Gangrene

OpOnions

Now comes my fav part of [#CritLib](#), following all these new (to me) faces and brilliant minds!



WED, OCT 21 2015 01:59:56



Annie Pho

catladylib@catladylib

@melbrarian can I work for you? I love all your A5 responses tonight. #critlib



WED, OCT 21 2015 02:00:16



KNIFE PARTY

@marxalot

Big ups! Good discussion. Let's keep it up out there. #critlib [twitter.com/kshockey04/sta...](https://twitter.com/kshockey04/status/654123456789)



WED, OCT 21 2015 02:00:30



♥ s-kelly-ton ♥

kellykietur@kellykietur

my #critlib #critpitch is to be kind and excellent to yourself



WED, OCT 21 2015 02:00:47



Dinah Handel

DinahHandel@DinahHandel

I think my #critpitch is to check out @jessicahochman / #GenderLIS class project results at ALISE in January! #critlib



WED, OCT 21 2015 02:00:51



Maura Smale

mauraweb@mauraweb

Can I nominate @catladylib for a #critlib mod award? Amazing #critlib tonight, thanks to everyone for great convo + much to think about.



WED, OCT 21 2015 02:00:55



Jessica Hochman

@jessicahochman

Thanks for a great chat, @catladylib! I'm excited to read through all the tweets I missed! #critlib



WED, OCT 21 2015 02:01:01



Nicole Pagowsky

pumpedlibrarian@pumpedlibrarian

Plz help archive these chats! Only takes about 10min to Storify, let @violetbfox know if yr down to help #critlib [twitter.com/violetbfox/sta...](https://twitter.com/violetbfox/status/654123456789)



WED, OCT 21 2015 02:01:03



Emily Drabinski

@edrabinski

#critlib #critpitch Concerned that again we didn't discuss my upcoming NYC marathon in any depth. November 1, #66311. Almost there!



WED, OCT 21 2015 02:01:03



Rachel Gammons

lyttlelib@lyttlelibrarian

psyched to read the storify of this later and see all the things I missed! grateful to #critlib to facilitating these types of conversations



WED, OCT 21 2015 02:01:18



Jessica Hochman

@jessicahochman

YAY! RT @DinahHandel I think my #critpitch is to check out @jessicahochman / #GenderLIS class project results at ALISE in January! #critlib



WED, OCT 21 2015 02:01:24



Annie Pho

catladylib@catladylib

That's a wrap! Wow thank you everyone for your conversation, listening, and recommended readings. Wow! #critlib



WED, OCT 21 2015 02:01:34



Lisa Lepore

@lisaflepore

Thank you #critlib community. Great job, @catladylib!



WED, OCT 21 2015 02:01:34



Kate Crowe

kcrowe@kcrowe

@RoxanneShirazi A5: 360 assessment. If I am going to assess employees as a supervisor they should assess me, at min. #critlib



WED, OCT 21 2015 02:01:51



Patricia Gimenez

Tricia Gimenez

great discussion! thank you @catladylib! #critlib



WED, OCT 21 2015 02:01:53



Whitni

_whitni@_whitni

Is #critlib being storified?



WED, OCT 21 2015 02:01:55



KNIFE PARTY

@marxalot

Letting others speak for themselves first, then asking questions and hearing the answers #critlib
twitter.com/lisaflepore/st...



WED, OCT 21 2015 02:01:56



Jennifer

gonessquirrelly

A5 reflection #critlib



WED, OCT 21 2015 02:01:58



Sheryl Ramer Gesoff

PodcastLib

@pumpedlibrarian @violetbfox sure! I can do the storify! #critlib



WED, OCT 21 2015 02:02:08



madison

beastlibrarian

thank you annie! great topic! <3 #critlib @catladylib



WED, OCT 21 2015 02:02:13



@catladylib thanks for moderating the convo tonight!! It was a blast!! Critlib got me feeling like Nene <https://t.co/ChJGHZCFF5> #critlib

@catladylib thanks for moderating the convo tonight!! It was a blast!! Critlib got me feeling like Nene gifwave.com/media/87234_ha... #critlib



VAUGHAN HENNER @VAUGHANCELLO91 · WED, OCT 21 2015 02:02:19



katie
@melbrarian

thank u so much @catladylib for hosting #critlib today! looking forward to going thru tag when im home and able to give my whole mind :-)

 WED, OCT 21 2015 02:02:25



s-kelly-ton
kellykietur

#critlib #critpitch oh dang also if you're gonna be at MLA next week come see me & @callingamy's pres on LGBTQ+ coll dev

 WED, OCT 21 2015 02:02:28



Ryan P. Randall
foureyed

@melbrarian @oksveta I'm seriously still intrigued by the idea of a #critlib zine repository somewhere, in case either of you are interested

 WED, OCT 21 2015 02:02:35



meridith
librarymeri

First #critlib! Lots to unpack. Intersectionality is key. Thank you @catladylib for moderating!

 WED, OCT 21 2015 02:02:35



Annie Pho
catladylib

Also waiting for either a #critcat or a #critpotato in tonight's #critlib #critpitch.

 WED, OCT 21 2015 02:02:41



Nicole Pagowsky
pumpedlibrarian

#critlib pitch: Critical Librarianship & Pedagogy Symposium presenters notified 2day, will widely share website & registration by Thursday!

 WED, OCT 21 2015 02:02:42



lisahubbell
@lisahubbell

Thanks to [#critlib](#) for much to reflect on about [#library](#) [#leadership](#) and [#gender](#) HT [@catladylib](#) for modding and articles still to ponder



WED, OCT 21 2015 02:02:54



Annie Pho
catladylib@catladylib

Do we have a volunteer to storify tonight's chat? :D [#critlib](#) twitter.com/_whitni/status...



WED, OCT 21 2015 02:03:05



KNIFE PARTY
@marxalot

Computer programming was women's work/secretarial until it became a science & the men took over. [#critlib](#) twitter.com/CiotaRebecca/s...



WED, OCT 21 2015 02:03:19



Emily Drabinski
@edrabinski

Thx to [@catladylib](#) for moderating! You rule! [#critlib](#)



WED, OCT 21 2015 02:03:23



Kate Crowe
kcrowe@kcrowe

[@bfister](#) A5: Ex: I frequently use the phrase "I work with x," rather than "x works for me," purposefully. [#critlib](#)



WED, OCT 21 2015 02:03:25



Annie Pho
catladylib@catladylib

[@pumpedlibrarian](#) so stoked for that. YES! [#critlib](#)



WED, OCT 21 2015 02:03:26



Thom Skullivan
thomthom@thomthom

thanks [@catladylib](#) for a great [#critlib](#)! really wonderful discussions this week !



WED, OCT 21 2015 02:03:37



Elise Dunham

elisedunham

@kcrowe For me, if order is kept cause I apologize & it doesn't hurt me, I'm good. Idk why the "feminine" approach has to be wrong. #critlib



WED, OCT 21 2015 02:04:19



Violet Fox

@violetbfox

@PodcastLib @pumpedlibrarian Thanks so much for the offer! @kshockeyo4 volunteered to Storify first so he's on it! #critlib



WED, OCT 21 2015 02:04:20



Emily Drabinski

@edrabinski

And submit to the 2016 Gender & Sexuality in Info Studies Colloquium this April! Deadline 11/16 litwinbooks.com/2016colloquium... #critlib



WED, OCT 21 2015 02:04:42



James

modbrarian

ugh, guess i'll have to catch up on this convo more tomorrow. Busy librarian at the ref desk tonight. Storify away pls. #critlib



WED, OCT 21 2015 02:05:16



Nan [from] Mars

nanamartian

@catladylib Thank you! Tonight's #critlib was my first (def not my last) and it was great!



WED, OCT 21 2015 02:05:32



barbara fister

bfister @bfister

@catladylib Great #critlib tonight! Thank you all! [head swims]



WED, OCT 21 2015 02:06:20



Lisa Lepore
@lisaflepore

#critlib #critpitch For the first time reading Edward Said and Tracy K Smith. I am bowled over by their language, minds, hearts. Read on!



WED, OCT 21 2015 02:06:41

Lisa Hinchliffe
@lisalibrarian

@klmccook @edrabinski @foureyedsoul Diversity discussed in multiple places in ALA standards. #critlib



WED, OCT 21 2015 02:06:49



Sveta Stoytcheva
oksveta@oksveta

@KaraKaraPW You should mod a #critlib chat :)



WED, OCT 21 2015 02:06:53



Sveta Stoytcheva
oksveta@oksveta

Thanks for a great #critlib, @catladylib!



WED, OCT 21 2015 02:07:11



James
modbrarian@modbrarian

@catladylib I am sure you ruled moderating tonight. Thank you as always for being such a strong leader for #critlib people.



WED, OCT 21 2015 02:07:15



Laura Childs
librarybae@librarybae

@catladylib thank you for the excellent chat! great first #critlib experience



WED, OCT 21 2015 02:08:17



Sheryl Ramer Gesoff

PodcastLib

I'm promoting social media as a form of scholarly communication. My presentation: [#critlib](#)
[#critpitch](#) newyork.sla.org/wp-content/upl...



WED, OCT 21 2015 02:08:23



Colleen Theisen

libralthinking

Thanks for Listening shar.es/1uAMs9 via chronicle [#emotionallabor](#) [#critlib](#)



WED, OCT 21 2015 02:08:34



Kate Crowe

kcrowe@kcrowe

[@RoxanneShirazi](#) True, & for it to be effective it would not just be reports, but other non-reports
- would also increase anonymity. [#critlib](#)



WED, OCT 21 2015 02:08:57



Ryan P. Randall

foureyedsoul

Thanks for such a great [#critlib](#) tonight, everyone & [@catladylib](#)! Extra double thanks to first-
timers for joining in. 👍



WED, OCT 21 2015 02:09:02



Annie Pho

catladylib

[@librarybae](#) thank you so much for joining and I hope to see you around the [#critlib](#) 'net!



WED, OCT 21 2015 02:09:50



Emily Drabinski

@edrabinski

And the cfp is open for The Feminists Among Us, eds [@shlew](#) & [@BaharakY](#). Send something in!
libraryjuicepress.com/feminist-leade... [#critlib](#)



WED, OCT 21 2015 02:10:27



Dinah Handel

DinahHandel

oh my other #critpitch is to find and nurture your feminist librarian community. it is so good to feel supported and support others. #critlib



WED, OCT 21 2015 02:11:49



Ryan P. Randall

foureyedsou

@vaughancello91 @oksveta Yeah! There's some great library zines by #critlib folks! @melbrarian's in particular, plus @kellymce jump to mind.



WED, OCT 21 2015 02:11:54



Roxanne Shirazi

RoxanneShirazi

@kcrowe maybe! But I also think doing the work of performance reviews (formal or informal) should be compensated at mgr level. #critlib



WED, OCT 21 2015 02:11:56

Lisa Hinchliffe

@lisalibrarian

@kshockey04 glad you w storify #critlib - taking a Tues night class and missed much of tonight's clearly awesome discussion.



WED, OCT 21 2015 02:12:02



Kate Crowe

kcrowe@kcrowe

@marxalot And book arts. Fine press = "gentleman printers," lots of \$ in and out. Most book artists now are women, and much less \$. #critlib



WED, OCT 21 2015 02:12:53



♥ s-kelly-ton ♥

kellykietur

Also thx 2 @catladylib for moderating #critlib 👍❤️🙌👁️



WED, OCT 21 2015 02:12:59



Annie Pho

catladylib@catladylib

Community and peer mentoring is so important! I'd be lost without them. [#critlib](#)
[twitter.com/DinahHandel/st...](#)



WED, OCT 21 2015 02:14:06



Skeleton McHellroy

kellymce@kellymce

Our [#oaweek](#) event meant I missed all of [#critlib](#), but I'm excited to go back thru. Thanks to
[@catladylib](#) for the slammin' readings, too!



WED, OCT 21 2015 02:14:39



Annie Pho

catladylib@catladylib

I just want to hug everyone who participated or lurked in tonight's [#critlib](#) chat. It's a
community made of all you awesome cats!



WED, OCT 21 2015 02:15:18



sunnykins

sunnykins@sunnykins

[@violetbfox](#) [#critlib](#) summa my classmates are doing a reading grp to supplement our LIS
education. top 10 list would be great!!



WED, OCT 21 2015 02:18:48



Liz De Coster

@lizdecoster

So important and yet so, so difficult! [#critlib](#) [twitter.com/DinahHandel/st...](#)



WED, OCT 21 2015 02:21:42

[@catladylib](#) Does this count if I call that a Catillac? Saw this on my walk just 10 min before [#critlib](#)
[pic.twitter.com/Ud8ARPdqMb](#)



RYAN P. RANDALL @FOUREYEDSOUL · WED, OCT 21 2015 02:21:57



KNIFE PARTY

@marxalot

I'd like to apologize in advance to those who started following me bc of [#critlib](#) and don't yet know how weird it gets in here



WED, OCT 21 2015 02:21:58



Kathleen C

libraryrat4

intrstng [#critlib](#) tonight-- I'd like to explore horizontal workplaces in libraries -- my undergrad dept office was collectively run!



WED, OCT 21 2015 02:22:18



Kate Crowe

kcrowe@kcrowe

[@jvinopal](#) A5 and acknowledging that it is a concept that is constantly in discourse - feminism is a living/not a fixed thing. [#critlib](#)



WED, OCT 21 2015 02:23:18



Kate Crowe

kcrowe@kcrowe

[@marxalot](#) In LIS program? Jeez, which one, I want it to have a shout-out! [#critlib](#)



WED, OCT 21 2015 02:24:02



Kate Crowe

kcrowe@kcrowe

[@kellykietur](#) Amen. Bless her heart, she meant well but her [#feminism](#) isn't my feminism. Neither is Arianna Huffington's. [#critlib](#)



WED, OCT 21 2015 02:25:40



[@catladylib](#) Was lurking [#critlib](#); got distracted by Septimus and his vertiginous vigilance of an insect situation. <https://t.co/9qCCHAE1Cp>

[@catladylib](#) Was lurking [#critlib](#); got distracted by Septimus and his vertiginous vigilance of an insect situation. pic.twitter.com/9qCCHAE1Cp



MARIA T. ACCARDI @MARIATACCARDI · WED, OCT 21 2015 02:27:39



Liz De Coster
@lizdecoster

@libraryrat4 @catladylib Another great example cld be Quaker discernment process, focuses on unity, participation, and listening. #critlib

 WED, OCT 21 2015 02:29:34



Kate Crowe
kcrowe@kcrowe

@librarybae @catladylib Yes, "responsibility without authority." See also: jobs w/ word "coordinator" or "facilitator" in title. #critlib

 WED, OCT 21 2015 02:32:19

Andrew Asher
@aasher

Looks like I missed a good #critlib tonight--though might have been best for my continued employment

 WED, OCT 21 2015 02:34:48



Sveta Stoytcheva
oksveta@oksveta

@KaraKaraPW you should add yourself to the #critlib map & then our Pacific representation will grow exponentially : critlib.org/about/

 WED, OCT 21 2015 02:36:41



Kate Crowe
kcrowe@kcrowe

@elisedunham @CiotaRebecca Apologizing isn't wrong, but I want people to apologize for their actions, not their presence 1/2 #critlib

 WED, OCT 21 2015 02:37:39



Kate Crowe
kcrowe@kcrowe

@elisedunham @CiotaRebecca and many of the apologies I see women make in my life (anecdotally) are for the latter, not former. 2/2 #critlib

 WED, OCT 21 2015 02:38:18



Jaime, a librarian

rowmyboatwmyboat

Remember, [#critlib](#), our jobs serve our lives, not the other way around. Even when we look at our work as a vocation, in the original sense.



WED, OCT 21 2015 02:39:26



Elise Dunham

elisedunham

[@kcrowe](#) [@CiotaRebecca](#) I suppose that stopping & analyzing every time you type (and, if you can, say) "I'm sorry" can only be good. [#critlib](#)



WED, OCT 21 2015 02:44:06



Annie Pho

catladylib

Related to tonight's [#critlib](#) kinda, about invisible care work in academia: Thanks for Listening bit.ly/1LmZhQK



WED, OCT 21 2015 02:49:39



Nicole Pagowsky

pumpeduplibrarian

In line w 2nite's [#critlib](#) topic: This mathematical formula shows that all-male panels are sexist qz.com/524694



WED, OCT 21 2015 03:59:22