#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/VUAVlJyUBf

@BARNLIB TUE, OCT 20 2015 14:27:15

katie
@melrarian

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
@donnyrosemary

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
Excited for my first #critlib chat! @PrattInfoSchool

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

Jennifer Vinopal, Librarian for Digital Scholarship Initiatives at NYU #critlib

kelly, archivist, detroitish #critlib

Hi #critlib I'm Gina -- instruction lib in SoCal

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

hey #CritLib I’m Netanel, metadata/cataloger out of Boston he/his
Christina Bell
librarybell

I'm Christina, ref/ ins/ subject specialist librarian in Maine #critlib

WED, OCT 21 2015 01:02:45

Rachel Gammons
lyttlelibrarian

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

WED, OCT 21 2015 01:02:45

Sara Miller
praise711

Sara, infolit librarian at Michigan State #critlib

WED, OCT 21 2015 01:02:48

Dinah Handel
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

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

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

WED, OCT 21 2015 01:03:05
Hi #critlib, Research & Learning Librarian + Instruction Coordinator at University of Arizona

WED, OCT 21 2015 01:03:05

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

WED, OCT 21 2015 01:03:06

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, library director, Cambridge MA #critlib

WED, OCT 21 2015 01:03:12

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

WED, OCT 21 2015 01:03:13

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

WED, OCT 21 2015 01:03:14

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

@THOMTHOMTHOM · WED, OCT 21 2015 01:03:28

Lisa Lepore
@lisafllepore

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

@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

@VAUGHANCELLO91 • WED, OCT 21 2015 01:04:30

Emily Drabinski
@edrabsinski

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

@VAUGHANCELLO91 • WED, OCT 21 2015 01:04:37

Roxanne Shirazi
Roxanne@RoxanneShirazi

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

@VAUGHANCELLO91 • WED, OCT 21 2015 01:04:38
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

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

WED, OCT 21 2015 01:05:07

“@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

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

WED, OCT 21 2015 01:05:08

Hello, #critlib, LIS student in IL.

WED, OCT 21 2015 01:05:35

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, special collections. Iowa. #critlib

WED, OCT 21 2015 01:05:51
meridith, community college librarian (reference & instruction), Indy #critlib

WED, OCT 21 2015 01:05:56

Rebecca Halpern
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
Big welcome to students and 1st time #critlib-ers!!

WED, OCT 21 2015 01:06:10

Ryan P. Randall
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
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
#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
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

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

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

Wed, Oct 21 2015 01:10:06

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

Wed, Oct 21 2015 01:10:12

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

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

Wed, Oct 21 2015 01:11:48
Hi #critlib! LIS student here. Eavesdropping from DC!

WED, OCT 21 2015 01:11:56

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

WED, OCT 21 2015 01:12:36

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

WED, OCT 21 2015 01:14:19

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

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

WED, OCT 21 2015 01:21:56

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

WED, OCT 21 2015 01:22:51

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

Wed, Oct 21 2015 01:33:09

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

Wed, Oct 21 2015 01:38:23

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

Wed, Oct 21 2015 01:38:31

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

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

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

WED, OCT 21 2015 01:06:27

student loans
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
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
A1: Dewey was a tooooool. #critlib

WED, OCT 21 2015 01:07:18

Annie Pho
catladylibcatladylib
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
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

@rowmyboat mind telling us a little more about that? Let’s unpack it. #critlib

WED, OCT 21 2015 01:07:48

Annie Pho

catladylib

catladylib

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

WED, OCT 21 2015 01:07:48

Dinah Handel

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

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

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

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

Nicole Pagowsky

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

Lisa Lepore

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

Annie Pho

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

Dinah Handel

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

Christina Bell

@praise711 Who were not really librarians! #critlib
A1.3 women have largely been the proponents of revisionist history, which doesn't sit well with the white man. #critlib

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

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

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

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

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

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

WED, OCT 21 2015 01:09:47

April Hathcock
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

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

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

WED, OCT 21 2015 01:10:16
Jaime, a librarian
A1 + library historical flavor of it. #critlib
Wed, Oct 21 2015 01:10:18

Charlotte E. Price
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
@melbrarian nice to have you here! #critlib
Wed, Oct 21 2015 01:10:43

student loans
kshocke04
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
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
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
@kcrowe I also have a very, very bad memory so I can barely remember what I did couple weeks ago, let alone libschool #critlib

WED, OCT 21 2015 01:11:04

Kara Plamann Wagoner
KaraPWaKaraPW

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
beccakaraPWkatharine

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

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
librarybleslibrarybae

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

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...

Thom Skullvan

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

Jennifer

gonesquirrely

#critlib A1 hasn’t that history always been ignored?

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

Christina Bell

librarybell

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

Gina Murrell

GinaMurrell1

A1 Library history, like general history, is told from a perspective that often excludes contributions of women, POC, LGBTQ people. #critlib
student loans
kshock@ashockey04

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

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

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

AnnaClutterbuck-Cook
feministlib

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

Laura Childs
librarybae

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

barbara fister
bfister @bfister

#critlib Q1 hrm... 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 01:13:07

WED, OCT 21 2015 01:13:13

WED, OCT 21 2015 01:13:24

WED, OCT 21 2015 01:13:30

WED, OCT 21 2015 01:13:41

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

Sveta Stoytcheva
oksveta@oksveta

#critlib — some history, interspersed in required courses, and usually linked to particular topic (i.e. copyright) twitter.com/catlaydylib/sta...

Charlotte E. Price
PoorCharlotte

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

Annie Pho
catladylib@catladylib

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

Jaime, a librarian
rowmyboattwmyboat

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

Kara Plamann Wagoner
KaraPW@KaraPW

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

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

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

♥ s-kelly-ton ♥
kellykiet@kellykietur
@catladylib men "legitimate" a lot of things in general though #critlib

Jennifer
gonesquirrelly@squirrelly
A1 the practice of libranship is the history of women in libraries. Now want conscious appraisal #critlib

lisahubbell
@lisahubbell
A1: ... And diversity was addressed more in terms of the audience than the profession #critlib
Charlotte E. Price
@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
@elisedunham 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
@catladylib sure. I agree. but nothing about libr* #critlib

WED, OCT 21 2015 01:14:41

meridith
@librarymeri 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
@lyttlelib 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
@catladylib basically real life issues are reflected in LIS. #critlib

WED, OCT 21 2015 01:15:08
Jaime, a librarian 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

Kelly kietur

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

@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 KaraPW

@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

@rowmyboat But only of white dudes #critlib

Wed, Oct 21 2015 01:15:37

Lisa hubbell @lisahubbell

@kshockey04 Yes, same picture in my education. #Critlib

Wed, Oct 21 2015 01:15:38
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

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

@GinaMurrell1 interesting, but who makes up the field? #sideeye #critlib

WED, OCT 21 2015 01:16:01

@librarybell exactly; never mind anyone else. #critlib

WED, OCT 21 2015 01:16:12

@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

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
gonesquirrelly

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

Kate Crowe
kcrowe@kcrowe

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

Ryan P. Randall
foureyedoureyedsoul

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

Vaughan Hennen
@vaughancello91

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

Thom Skullivan
thomthom

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

Rebecca Ciota
CiotaRebeccaRebecca

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

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)

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

Charlotte E. Price
PoorCh@RabbeCharlotte
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

Gina Murrell
GinaM@GinaMurrell1
@catladylib Yes! It wasn't until writing papers requiring deeper study that I learned of women movers & shakers in library history. #critlib

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
@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

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

WED, OCT 21 2015 01:15:29

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

WED, OCT 21 2015 01:16:07

Dinah Handel 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/status...  

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

SUNNYKINS
@SUNNYKINS

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

WED, OCT 21 2015 01:17:08

Lee Skallerup
@readywritings

New hashtag #critlib - pay attention #highered  

WED, OCT 21 2015 01:17:11
Rebecca Halpern
beccakatharine
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
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
@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
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
@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

K. Kelly Kerton
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
@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

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

@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

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

WED, OCT 21 2015 01:19:04

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

WED, OCT 21 2015 01:19:08

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
@rowmyboat What's a better question? #critlib

WED, OCT 21 2015 01:19:13

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

WED, OCT 21 2015 01:19:16

Emily Drabinski
@edrabinski
This is a fantastic tumblr. @klmcook #critlib twitter.com/klmcook/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
@melbrarian
A2 think more abt difference between "being a leader" & "being a team player" these are often same skills, but def gender disparity #critlib

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

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

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

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

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

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

WED, OCT 21 2015 01:21:32

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

@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

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

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

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

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

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

AnnaClutterbuck-Cook
feministlib
this. #critlib twitter.com/PoorCharlotte/...

Christina Bell
librarybell
@catladylib I'm thinking about race and class here specifically, within a community #critlib
Rebecca Halpern
beccakatharine

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

WED, OCT 21 2015 01:22:23

Nicole Pagowsky
pumpedlibrarian

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
@violetbody

@CiotaRebecca Is that the "American Library History Literature, 1947-1997: Theoretical Perspectives?" (pdf ischool.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/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 @wmyboat

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

WED, OCT 21 2015 01:23:17

Elizabeth elizbr@elizbrary

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 beccak@beccak

@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 AprilH hathcock

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

WED, OCT 21 2015 01:23:50

Librarian klmccook@klmccook

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

gonesquirrelly

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

Lisa Hubbell
@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
beccakatharine

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
pumpedlibrarian

@praise711 like what @PoorCharlotte says here for example: twitter.com/PoorCharlotte/... #critlib

Wed, Oct 21 2015 01:24:17

Annie Pho
catladylib

Yes. More stepping in, and stepping out within convos. #critlib twitter.com/melbrarian/stat...
@catladylib The traits we value in "leaders" are traditional masc ones. Don't transfer to women, poc who face rejection for them #critlib

@foureyedp Ryan P. Randall
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

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

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

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

#critlib barbara fister
We are lib orgs so ridc big on concentrating power, requiring permission, general infantilization of workers? Why why why??
@foureyedsoul HA i've been told that i'm intimidating!!! #critlib


A2 And between lean-in feminism & intersectional feminism in leadership. #critlib twitter.com/AprilHathcock/...

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

YEESSSSSS #critlib twitter.com/AprilHathcock/...

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

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

@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
Dinah Handel

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 ❤️
kellykietur

@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/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
lyttlelib @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
caitladylib @caitladylib
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


Wed, Oct 21 2015 01:28:06

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

AHAHAHAHAHAHAAHAHAHA #critlib twitter.com/catladylib/sta...

Wed, Oct 21 2015 01:28:14

Annie Pho

catladylib

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

crowe@kcrowe

@GinaMurrelli 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/foureyedjxoul/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@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
student loans
kshockey04

a3.1 this is to say I and others have an obligation to fight when we're on hiring and budget committees. #critlib

Wed, Oct 21 2015 01:29:35

barbara fister
bfister @bfister

Oops, think I answered a Q2 from a previous chat #critlib oh well.

Wed, Oct 21 2015 01:29:41

Jaime, a librarian
rowmyboat @rowmyboat

A3: Guuiiiilltttt. Get some nice feminized guilt here. #critlib

Wed, Oct 21 2015 01:29:46

Christina Bell
librarybell

@PodcastLib @bfister THIS IS MY LIFE MOTTO instilled by feminist mom #critlib

Wed, Oct 21 2015 01:29:50

Rebecca Halpern
beccakatharine

Related: I know that I can get away with being domineering because of my cis, otherwise-feminine presentation. #critlib

Wed, Oct 21 2015 01:29:52

Patricia Gimenez
TriciaGimenez

A3 Very difficult to ask for more when we are told we should just be grateful for what we have #critlib

Wed, Oct 21 2015 01:29:53
Jennifer
gonesquirrelly

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

Amanda M Meeks
Acorn Electric

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

@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

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

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

WED, OCT 21 2015 01:30:55
Gina Murrell
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
A3: Donors relations too, not just salary. #critlib

Wed, Oct 21 2015 01:30:58

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
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
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
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...

Wed, Oct 21 2015 01:31:06
Laura Childs
libraryb@librarybae
@beccakatharine and the opposite too -- playing nice because I look "innocent" can be an "advantage". dangerous! #critlib

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

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

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

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

Tom Keegan
@tmkeegan
A2: anyone who doesn't see the shared strength and pragmatic advantage of collaboration in leadership risks success #critlib
Elise Dunham
elisedunham
Also wondering abt lib advocating 4 itself w/in parent institution (where relevant)? Does issue travel up? #critlib twitter.com/catladylib/sta...

WED, OCT 21 2015 01:31:41

Charlotte E. Price
PoorChari
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
@ibecil @catladylib & part of general devaluation through neolib individuation #critlib

WED, OCT 21 2015 01:31:46

Rebecca Halpern
beccakatherine
@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
@kellykietur @foureyedsoul Got that t-shirt #critlib

WED, OCT 21 2015 01:32:27

Annie Pho
@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 #fcministyleadership

WED, OCT 21 2015 01:32:37

student loans
@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
@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

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

Librarian

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

Jaime, a librarian

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

Perlita Payne

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

madison

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

Christina Bell

A3 I put a neon green "TROUBLE MAKER" sign on my door. I’m unapologetically outspoken. Didn’t help in salary negotiations #critlib
katie
@melbrarian
A3 getting male mgmt to take sexual harrassment 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
@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
@kshockey4 @ibeilin tell us more! let’s expand on this. #critlib

WED, OCT 21 2015 01:33:33

Rebecca Halpern
@librarybell I need one of those! #critlib

WED, OCT 21 2015 01:33:41

barbara fister
@bfister
@beccakatherine 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
@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

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
gonesquirrelly

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

WED, OCT 21 2015 01:34:30

Rachel Gammons
lyttelelibrarian

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

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

@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
PoorChari

Getting female mgmt to take this seriously, too!! #critlib twitter.com/melbrarian/sta...

WED, OCT 21 2015 01:34:43
@ibeiln @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

@ibeiln @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 @mynlc 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

@edrabinski @rowmyboat tbh I'm grateful when I have an awesome boss to deal w/ muckety 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
@edrabinski

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

Wed, Oct 21 2015 01:35:25

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

Wed, Oct 21 2015 01:35:25

student loans

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

Wed, Oct 21 2015 01:35:35

Rebecca Ciota

#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

@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
@librarybell my POW is unionized #LocalSIEU888 #CritLib

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

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

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

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

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

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

@oksveta Mine was the same! #critlib

WED, OCT 21 2015 01:37:57

Lisa Hinchliffe
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
mauraw@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
@lisaflapere 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
PoorCharlotte

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
jjamesflloyd

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
lyttlelib

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
rowmyboat

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

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

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

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

@ibeilin @catladylib @kshockey04 And individualized, rewards go to those already benefitting from {gender, race, class} privilege. #critlib

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

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

Kelly Kietur

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

Wed, Oct 21 2015 01:39:39

Thom Sullivan

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

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

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

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

Wed, Oct 21 2015 01:40:49

Elizabeth
elizbrg @elizbrary

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

Wed, Oct 21 2015 01:40:58

Nicole Pagowsky
pumpedupbram @pumpedupbram

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

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
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
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
thomthomthomthomthom

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

WED, OCT 21 2015 01:41:31

Heart s-kelly-ton
kellykiet@s-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...

WED, OCT 21 2015 01:41:43
@mauraweb but still some puzzling discrepancies in pay, and many people scratching their heads, no? @librarybell #critlib

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

@bfister @gonesquirrely 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

@catadaylib I think it definitely limits the kinds of people that might apply #critlib

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

Gina Schlesselman-Ta
ginasch@ginaschless
Yes! When something is a "calling," no need for fair compensation #critlib twitter.com/lyttlelibraria...
Rebecca Ciota

I'd like to see that. I don't even know if it needs to be anon. #critlib
twitter.com/pumpedlibrarian...

WED, OCT 21 2015 01:42:12

Jessica Hochman

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

WED, OCT 21 2015 01:42:15

Gina Murrell

@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

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

WED, OCT 21 2015 01:42:28

Barnard Library

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

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

WED, OCT 21 2015 01:42:35

@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

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

WED, OCT 21 2015 01:42:41

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

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

WED, OCT 21 2015 01:42:52

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

Ryan P. Randall
foureyedfoureyed soul
A4 Kinda wondering "Does LIS training address gender?" full stop. "Does LIS training address discrimination?" full stop. #critlib

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

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

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

♥ s-kelly-ton ♥
kellykiet@kellykietur
i'm the most unprofessional professional #critlib twitter.com/bfister/status...
Dinah Handel
@foureyedsoul no. and no. :( #critlib

student loans
kshockey04
This. There might be a class aspect to this. #critlib twitter.com/sparkymonster/

Boo Boo Monster
@sparkymonster
@AprilHatchcock I've been dinged for aggression & lack of deference as well
#teamangryblackwomen #critlib

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...

Sarah Fancher
@fanchidon
 بصورة Everybody just own your professional status & judgment, all together now! #critlib twitter.com/bfister/status...

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

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

@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

That’s what they want us to think. :) #critlib twitter.com/sparkymonster/...

WED, OCT 21 2015 01:45:05

@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

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

@lyttelibrarian 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
librarybateebae

@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
gonesquirrelly.squirrelly

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

Wed, Oct 21 2015 01:45:45

Anna Clutterbuck-Cook
feministlibfeministlib

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
thomt@thomthom

@KaraKaraPW what form did these explorations take? #critlib

Wed, Oct 21 2015 01:45:58

Perlita Payne
ppayne510

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

Wed, Oct 21 2015 01:46:17
@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

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

WED, OCT 21 2015 01:46:34

@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

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

WED, OCT 21 2015 01:46:38

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

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
@kshockey04 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@donnarosemary

@kellykietur @catladylib this is ridiculous ugh #critlib

WED, OCT 21 2015 01:47:02

Jaime, a librarian
rowmyboat@twmyboat

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 s-kelly-ton
kellyki@kellykietur

@kshockey04 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

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

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

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

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

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

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


Rachel Gammons
lyttelelibrarian@lyttelelibrarian

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

Wed, Oct 21 2015 01:49:12

AnnaClutterbuck-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

Last question! Q5 What does feminist leadership look like to you? #critlib

Wed, Oct 21 2015 01:46:37

 Hearts s-kelly-ton ♥
kellykietsu

a5 feminist leadership is intersectional, full stop #critlib

Wed, Oct 21 2015 01:48:38

Charlotte E. Price
PoorCh

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-organi... plus... #critlib


 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...
Rebecca Ciota
@ppayne510 The increase in PT ref is nearly criminal. Reference is prob the hardest thing to do...PT don't get any of the support. #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
elizbr@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@twmyboat
To use an old term, "pink collar ghetto" #critlib twitter.com/ginashless/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/status/

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
gonesquirrelly

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

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

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

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

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

@klmcoook Good point. Thank you—I was looking for a good answer to the second part of the Q! #critlib
@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 ♥
kellykie@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
@melbrarian
A5: appraising areas of weakness as well as strength. lifting others up. ongoing recognition &
address of privilege. integrity #critlib

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

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

@elwags
@elwags @elwags
@catladylib emotional intelligence + vision + experience #critlib

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

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

@AcornElectric big yes to advocacy! #critlib

WED, OCT 21 2015 01:52:53

barbara fister
@bfister

@gonesquirrelly "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
A5: Feminist leadership looks more like mentoring than bossing. Supporting growth, honoring skills, bringing self to work #critlib

@lisahubbell

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
@narnamartian

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

@kellykietur @kshockey04 Worked many jobs in prev career where discussing salary was firing offense #critlib

Wed, Oct 21 2015 01:54:20

Kate Crowe
@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

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
gonesquirrelly squirrel
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
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
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
@schornj
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
@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

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

WED, OCT 21 2015 01:55:21

@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

A5 Respect, building up, listening #critlib

WED, OCT 21 2015 01:55:49

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

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

WED, OCT 21 2015 01:56:09
NetaHell Gangrene
@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
cattaleyi@cattaleyi
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
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
klmccookeklmccook
@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
t
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
A5: Feminist leadership: no chain-of-command rules or self-assessment scorecards. #critlib

Wed, Oct 21 2015 01:59:27

Annie Pho
catladylib
AnniePhocatladylib
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
CharlottePrice
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 Sullivan

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

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

Wed, Oct 21 2015 01:57:29

Kara Plamann Wagoner

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

Wed, Oct 21 2015 01:57:54

Rebecca Ciota

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

Wed, Oct 21 2015 01:57:55

Vaughan Hennen

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

@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

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

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
CharissaAPowell

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
gonesquirrelly

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
@AprilHathcock

Great #critlib! Thanks, @catladylib!

WED, OCT 21 2015 01:59:18

NetaHell Gangrene
OpOnionsOpOnions

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

WED, OCT 21 2015 01:59:21

Annie Pho
@catladylib @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
pumpedup librarian
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 Schlesseleman-Taasch
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

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...

WED, OCT 21 2015 02:00:30

♥ s-kelly-ton ♥
kellykietur

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

WED, OCT 21 2015 02:00:47

Dinah Handel
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

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
pumpeduplibrarian

Plz help archive these chats! Only takes about 10min to Storify, let @violetbfox know if yr down to help #critlib twitter.com/violetbfox/sta...

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
lytltlib@lytltlibrarian
psched 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
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
TriciaGimenez

great discussion! thank you @catladylib! #critlib

Whitni
__whitni__@__whitni

Is #critlib being storified?

KNIFE PARTY
@marxalot

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

Jennifer
gonesquirrelly@squirrelly

A5 reflection #critlib

Sheryl Ramer Gesoff
PodcastLib

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

madison
beastlibrarian

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

@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 HENNEN @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 foureyeyedsoul
@melbrarian @oskveta 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
Thanks to #critlib for much to reflect on about #library #leadership and #gender HT @catladylib for modding and articles still to ponder

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

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

Thx to @catladylib for moderating! You rule! #critlib

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

@pumpedlibrarian so stoked for that. YES! #critlib

thanks @catladylib for a great #critlib! really wonderful discussions this week!
Elise Dunham
@kdunham

@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! @kshockey04 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
@modbrian

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
@namartha

@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

@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 @foureyedsole Diversity discussed in multiple places in ALA standards. #critlib

WED, OCT 21 2015 02:06:49

Sveta Stoytcheva
oksventa@oksventa

@KaraKaraPW You should mod a #critlib chat :)

WED, OCT 21 2015 02:06:53

Sveta Stoytcheva
oksventa@oksventa

Thanks for a great #critlib, @catladylib!

WED, OCT 21 2015 02:07:11

James
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

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

WED, OCT 21 2015 02:08:17
I'm promoting social media as a form of scholarly communication. My presentation: #critlib #critpitch newyork.sla.org/wp-content/upl...

Thanks for Listening shar.es/1uAMs9 via chronicle #emotionallabor #critlib

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

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

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

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

@fouryeedsoul

@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

@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

Kelly Kietur

@kellykietur

Also thx 2 @catladylib for moderating #critlib 😊❤️📚❤️

WED, OCT 21 2015 02:12:59
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

Our #oaevent 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

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

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

Wed, Oct 21 2015 02:18:48

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

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

instrng #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 IIS 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

@catadlylib Was lurking #critlib; got distracted by Septimus and his vertiginous vigilance of an insect situation. https://t.co/9qCCHAE1Cp

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

MARI A. 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  
oksventa@oksventa

@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 tweet
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.

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

Annie Pho tweet
Related to tonight's #critlib kinda, about invisible care work in academia: Thanks for Listening bit.ly/1LmZhQK

Nicole Pagowsky tweet
In line w 2nite's #critlib topic: This mathematical formula shows that all-male panels are sexist qz.com/524694