

by nishamody 2 years ago

# #critlib Caregiving 7/11/16


#critlib Chat about Caregiving on 7/11/16

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**Ian Beilin**  
@ibeilin

Hi everyone, it's time for another #critlib! This time on caregiving - see the Qs here:  
[critlib.org/caregiving/](http://critlib.org/caregiving/)

 2 YEARS AGO



**Ian Beilin**  
@ibeilin

Let's start with intros - don't forget the #critlib

 2 YEARS AGO



**Ian Beilin**  
@ibeilin


whoa, didn't follow my own instruction - Ian, humanities librarian in nyc #critlib

 2 YEARS AGO



**Rebecca Ciota**  
@CiotaRebecca

#critlib Systems librarian headquartered in the Midwest. Miles from civilization.

 2 YEARS AGO



**amy vecchione**  
@librarythinking

@ibeilin I'm Amy in Boise! I'll be loosely participating. #critlib

 2 YEARS AGO



**nisha niche**  
@nishamody

Hi all! Nisha here, MLIS student at @iSchoolUI #critlib

 2 YEARS AGO



**Violet Fox**  
@violetbfox


Hi [#critlib](#), I'm Violet, metadata librarian in the middle of Minnesota. Really looking forward to hearing more on this topic.

 2 YEARS AGO



**Nora Almeida**  
@nora\_almeida

Hi [#critlib](#), academic librarian. NYC. Kind of lurking (on the ref desk).

 2 YEARS AGO



**Joanna Gadsby**  
@jkgadsby

Hi everyone! Joanna, ref/inst lib in Baltimore. Jr (?) member of the sandwich generation.  
[#critlib](#)

 2 YEARS AGO



**nicole dalmer**  
@ndalmer

i'm nicole, phd candidate in ontario, canada [#critlib](#)

 2 YEARS AGO



**Ryan P. Randall**  
@foureyedsoul

Hi [#critlib](#)! I'm Ryan in Boise, community college librarian. Probably will be mostly lurking / supporting today.

 2 YEARS AGO



**Eamon Tewell**  
@EamonTewell


Hi [#critlib](#), I'm an academic librarian in Brooklyn. Looking forward to listening in on today's chat.

 2 YEARS AGO



**Ian Beilin**  
@ibeilin


OK, hi to everyone who introduced, and hi also to any other lurkers out there - feel free to jump in any time [#critlib](#)

 2 YEARS AGO



**Ian Beilin**  
@ibeilin

Here's Q1: How do you define "care"? We often talk about caregiving in terms of parenthood, but what are other forms of caregiving? [#critlib](#)

 2 YEARS AGO



**Forty and Sporty**  
@adammizelle

Hi [#critlib](#)! Adam, academic librarian, Philly area.

 2 YEARS AGO



**Ian Beilin**  
@ibeilin

Reminder: I will send out all of the ?s. Sarah's account is private for personal reasons but she will be facilitating too! [#critlib](#)

 2 YEARS AGO



**MARCinaColdClimate**  
@marccold

Cataloger and soon-to-be full-time caregiver in Michigan. [#critlib](#)

 2 YEARS AGO



**nisha niche**  
@nishamody


A1. Care can be physical, emotional, spiritual even... [#critlib](#)

 2 YEARS AGO



**Rebecca Ciota**  
@CiotaRebecca


#critlib Q1. We could be caring for a spouse, a parent, a sibling, a cousin, a friend. Even caring for the animals in the house can be work.

 2 YEARS AGO



**MARCinaColdClimate**  
@marccold

@marccold Sorry, that was curt. Hello all! #critlib

 2 YEARS AGO



**Ian Beilin**  
@ibeilin

#critlib Should caregiving also include support (of various kinds) we give to coworkers?

 2 YEARS AGO



**Ian Beilin**  
@ibeilin

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

 2 YEARS AGO



**Rebecca Ciota**  
@CiotaRebecca

@nishamody #critlib Any sort of \*caring\* could be considered, broadly, as "care." E.g. I \*care\* that a student is having a crisis.

 2 YEARS AGO



**Ian Beilin**  
@ibeilin

Sarah: A1. Echoing @nishamody here. Also appreciate the reading's point that care can apply to many dif audiences #critlib

 2 YEARS AGO



**Violet Fox**  
@violetbfox

[#critlib](#) A1. Can be caretaker to family members who are disabled with mental or physical health problems, intellectual disabilities.

 2 YEARS AGO



**Joanna Gadsby**  
@jkgadsby

[@ibeilin](#) Yes. Care is helping someone emotionally, physically, financially. We do this work for our students, our patrons as well. [#critlib](#).

 2 YEARS AGO



**Forty and Sporty**  
@adammizelle

Q1: Parenthood placed unanticipated caregiving on my spouse and I for each other. ie "Home today, wife too sick to watch kids" [#critlib](#)

 2 YEARS AGO



**Rebecca Ciota**  
@CiotaRebecca

[@nishamody](#) [#critlib](#) Caring / care is work, it tires you. Whether it's physical or emotional.

 2 YEARS AGO



**Denisse**  
@Luna\_De

Hello! I'm Denisse. MLIS student, cataloger, and very interested in the discussion, although only able to lurk. Tweeting from MIA 🌴🔥 [#critlib](#)

 2 YEARS AGO



**Netanel Ganin**  
@OpOnions

[@ibeilin](#) whether it 'should' or 'shouldn't' i think it already does [#CritLib](#) (hi y'all, cataloger here in Boston)

 2 YEARS AGO



**Ryan P. Randall**  
@foureyedsoul


A1 My aunt has a few different disabilities & will never be able to live alone. My parents are her legal guardians, caregivers. #critlib

 2 YEARS AGO



**nisha niche**  
@nishamody

@ibeilin Yes! I think we have to balance this w/our own self-care and job resp. Care = humanity which is so important on the job. #critlib

 2 YEARS AGO



**Ian Beilin**  
@ibeilin

@adammizelle me too! #critlib

 2 YEARS AGO



**MARCinaColdClimate**  
@marccold

A1. Image of caregiving is some1 living w/ totally dependent individual who requires constant attention, but there are other types. #critlib

 2 YEARS AGO



**nisha niche**  
@nishamody

@CiotaRebecca Yes! Interesting semantic difference with verb vs. noun #critlib

 2 YEARS AGO



**Jessica**  
@schomj

Hi #critlib - Jessica, academic librarian with many hats. I both provide care and need care

 2 YEARS AGO



**amy vecchione**  
@librarythinking

#critlib A1 what's the difference between being a full time parent versus caregiving?

 2 YEARS AGO



**Jessica**  
@schomj


#critlib If it doesn't, it's a pretty hollow and empty sort of care we're talking about  
[twitter.com/ibeilin/status...](https://twitter.com/ibeilin/status...)

 2 YEARS AGO



**ellie horowitz**  
@ellieatoric

(hi - infolit librarian near nyc!) I find caregiving to always involve patience and listening, doesn't matter to whom #critlib

 2 YEARS AGO



**Rebecca Ciota**  
@CiotaRebecca

@librarythinking #critlib Not much.

 2 YEARS AGO



**Ryan P. Randall**  
@foureyedsoul

A1.1 But more broadly, care probably = mental, physical, emotional assistance / consideration for others, not "just" parent/family. #critlib

 2 YEARS AGO



**MARCinaColdClimate**  
@marccold

A1. (cont.) Caregiving can also include having family (chosen or bio) w/needs that take up a person's energy or emotional space. #critlib

 2 YEARS AGO



**Jessica**  
@schomj


A1 #critlib I'm an auntie, a friend, a daughter, a sister, a coworker, a neighbor, a community member, a volunteer [twitter.com/ibeilin/status...](https://twitter.com/ibeilin/status...)

 2 YEARS AGO



**Ian Beilin**  
@ibeilin


Sarah: Caregiving can look v dif depending on circumstances. How does policy sometimes address this image? #critlib

 2 YEARS AGO



**MetadataCataloger**  
@MetadataCatalog

#critlib - Yes! [twitter.com/ibeilin/status...](https://twitter.com/ibeilin/status...)

 2 YEARS AGO



**MARCinaColdClimate**  
@marccold

A1. (cont. further) I am the second at the moment; will be the first in probably a decade's time.  
#critlib

 2 YEARS AGO



**Zoe Fisher**  
@zoh\_zoh

I'm not able to participate in #critlib chat today but excited to moderate jul. 26 about "offensive" items in library collections

 2 YEARS AGO



**Jessica**  
@schomj

A1 #critlib I kind of suck a direct emotional support, but I'll write reference letters, babysit, offer gifs [twitter.com/schomj/status/...](https://twitter.com/schomj/status/...)

 2 YEARS AGO



**Ian Beilin**  
@ibeilin

Here's the next, Q2: How do social expectations (or a lack of such expectations) for caregiving affect you or your workplace? #critlib

 2 YEARS AGO





**Nora Almeida**  
@nora\_almeida


A1: Think emphasis on "giving" is important. Involves investment of time / emotion / capital / energy w/out expectation of return. #critlib

 2 YEARS AGO



**nicole dalmer**  
@ndalmer

@SarahCrissinger #critlib and how do we give recognition to both care giver AND care recipient in a helpful manner?

 2 YEARS AGO



**amy vecchione**  
@librarythinking

@schomj @ibeilin I had thought of caregiving primarily towards aging parents and not as much parenting #critlib

 2 YEARS AGO



**Matthew Noe**  
@NoetheMatt

Hi #critlib - Matthew here, medical librarian and new professional working a great deal with #graphicmedicine (very relevant to #caregiving)

 2 YEARS AGO



**Rebecca Ciota**  
@CiotaRebecca

#critlib Q2. My former acquisitions dept was 90% women and most were single parents, or had elderly parents to care for.

 2 YEARS AGO



**Violet Fox**  
@violetbfox

#critlib A1 Admit I'm hesitant to put a label of "caregiving" on casual acquaintances (like coworkers), disrespectful of larger burdens?

 2 YEARS AGO



**Matthew Noe**  
@NoetheMatt

A1: I define care as providing support - be it emotional, physical, informational, or otherwise.  
[#critlib](#) [twitter.com/ibeilin/status...](https://twitter.com/ibeilin/status...)

2 YEARS AGO



**MARCinaColdClimate**  
@marccold

A2. The popular association of "caregiver" w/ "parent" means that sometimes other types of caregivers get ignored or devalued. [#critlib](#)

2 YEARS AGO



**nisha niche**  
@nishamody

A2. It's hard to think about societal expectations as a blanket term tbh. [#intersectionality](#)  
[#critlib](#)

2 YEARS AGO



**Ian Beilin**  
@ibeilin

[@nora\\_almeida](#) do men more often think it as an investment that requires some return/compensation? [#critlib](#)

2 YEARS AGO



**Rebecca Ciota**  
@CiotaRebecca

[#critlib](#) They were under a lot of pressure to take care of their families. We shared the load when our coworkers had other obligations

2 YEARS AGO



**Jessica**  
@schomj

I think that's why I'm quick to state that I also need to RECEIVE care tho it may not be 100% reciprocal [#critlib](#) [twitter.com/nora\\_almeida/s...](https://twitter.com/nora_almeida/s...)

2 YEARS AGO



**Lisa Hinchliffe**  
@lisaiblibrarian

@ibeilin+@SarahCrissinger Lisa UTUC IL coord. Glad you org'd this. Late bc visiting w prof who is on mat leave but brought in baby! #critlib

 2 YEARS AGO



**Violet Fox**  
@violetbfox

#critlib A1, The larger burdens faced by those with family members who depend entirely on them (like children or elderly parents), that is.

 2 YEARS AGO



**Jessica**  
@schomj

A2 #critlib I have insulin-dependent diabetes. Sometimes my blood sugars get low & I need help. CWs vary in response [twitter.com/ibeilin/status...](https://twitter.com/ibeilin/status...)

 2 YEARS AGO



**Lisa Hinchliffe**  
@lisaiblibrarian

A1 "care" = orientation of attention, concern, and assistance to others balanced by same for self #critlib

 2 YEARS AGO



**Ian Beilin**  
@ibeilin

Sarah: We have to talk abt gender. V int that ALA toolkit (in readings) centered on women in the workforce [ala.org/groups/caregiv...](http://ala.org/groups/caregiv...) #critlib

 2 YEARS AGO



**MARCinaColdClimate**  
@marccold

A2. (cont.) Not, I hasten to say, at my current workplace, which has been EXTREMELY helpful (emotional space, time off when needed) #critlib

 2 YEARS AGO



**Jessica**  
@schomj

A2 [#critlib](#) If there's no social expectation that CWs will provide care for CWs, my life is that much more dangerous

2 YEARS AGO



**Rebecca Ciota**  
@CiotaRebecca

[#critlib](#) Q2. Govt & employer policies often protect caregiving for parents & kids & legal spouses.

2 YEARS AGO



**Rebecca Ciota**  
@CiotaRebecca

[#critlib](#) Not for aunts/uncles, neighbors, family friends, friends, domestic partners.

2 YEARS AGO



**Jessica**  
@schomj

A2 [#critlib](#) Also, I have CWs who are AMAZINGLY supportive and take time to care for many. I want them to be rewarded with jobs/tenure

2 YEARS AGO



**MetadataCataloger**  
@MetadataCatalog

A2 [#critlib](#) Sometimes not engaging in "caregiving" with coworkers is seen as selfish or mean. But I think it depends on the environment.

2 YEARS AGO



**Ian Beilin**  
@ibeilin

[@CiotaRebecca](#) but not nearly enough (at least in USA)! [#critlib](#)

2 YEARS AGO



**Ian Beilin**  
@ibeilin


[@CiotaRebecca](#) yes, I much worse for sure [#critlib](#)

2 YEARS AGO



**nisha niche**  
@nishamody


Great point @CiotaRebecca, so structural legitimacy is definitely a factor here. #critlib  
[twitter.com/CiotaRebecca/s...](https://twitter.com/CiotaRebecca/s...)

 2 YEARS AGO



**Jessica**  
@schomj

@MetadataCatalog And the kind of care expected/required, yes #critlib

 2 YEARS AGO



**nicole dalmer**  
@ndalmer

@ibeilin @nora\_almeida #critlib or is care more of a physical (tangible) investment for men as opposed to affective care?

 2 YEARS AGO



**MARCinaColdClimate**  
@marccold

A2. Advice for caregivers often extremely condescending (and slightly gendered), which drives me BONKERS. "Be sure and get sleep!" #critlib

 2 YEARS AGO



**nisha niche**  
@nishamody

@MetadataCatalog True. I think selfishness is part of self-care tho. V. subjective depending on environment & others' perspectives #critlib

 2 YEARS AGO



**Rebecca Ciota**  
@CiotaRebecca

#critlib Funerals might be a big insight into this. I get 1 day off for kid/spouse/mom/dad, 1/2 day for sibling, no day for friends, etc.

 2 YEARS AGO



**MARCinaColdClimate**

@marccold

A2. Problem with the TT environment- emotional labor is not rewarded, which can really, really pose probs. #critlib [twitter.com/schomj/status/...](https://twitter.com/schomj/status/...)



2 YEARS AGO



**MetadataCataloger**

@MetadataCatalog

@nishamody #critlib It absolutely can be. Sometimes you have enough on your plate that you really don't have anything to give others.



2 YEARS AGO



**Jessica**

@schomj

@marccold "Yes, thanks, I'll get right on it when we reduce the work week to 30 hours so I can fit in sleep." #critlib



2 YEARS AGO



**ellie horowitz**

@ellieatoric

@CiotaRebecca Oof. #critlib



2 YEARS AGO



**Ryan P. Randall**

@foureyedsoul

@violetbfox It's an important distinction. One can extend care to all, but being a designated / primary caregiver is different. #critlib



2 YEARS AGO



**MARCinaColdClimate**

@marccold

@CiotaRebecca Yes! I so hate these policies. Not everyone's emotional life follows a pattern. #critlib



2 YEARS AGO



**Ian Beilin**  
@ibeilin


@marccold maybe true of all 'professional' environments? #critlib

 2 YEARS AGO



**Nora Almeida**  
@nora\_almeida

@ibeilin not sure but think this is certainly a view that has some cultural traction. #critlib

 2 YEARS AGO



**Rebecca Ciota**  
@CiotaRebecca

@SarahCrissinger And I know of people fired for asking for personal leave to help care for an aunt on dialysis. #critlib

 2 YEARS AGO



**Joanna Gadsby**  
@jkgadsby

@marccold The worst. "Don't you wish you could be home?" "Do you have to work?" #critlib

 2 YEARS AGO



**Jennifer Dekker**  
@jayeldee

dropping in and out during #critlib while during online reference. speaking of which ...

 2 YEARS AGO



**MARCinaColdClimate**  
@marccold

@ibeilin I think TT is unusual in having written reqs for promotion and in valuing certain aspects of job so highly, though. #critlib

 2 YEARS AGO



**Ian Beilin**  
@ibeilin

Here's Q3: What are some of the structural, policy-level impediments one might encounter as a caregiver in LIS? #critlib

 2 YEARS AGO



**Jennifer Dekker**

@jayeldee

removing librarians from the reference desk is a way that institutions inhibit my potential to care for students #Q3 #critlib



2 YEARS AGO



**Ian Beilin**

@ibeilin

@marccold yes, I see. I was thinking of the criteria for promotion, similar set of benchmarks measuring commitment to the job #critlib



2 YEARS AGO



**MARCinaColdClimate**

@marccold

A3. Depending on your job, working from home can be nearly impossible or simply impracticable. #critlib



2 YEARS AGO



**nicole dalmer**

@ndalmer

@SarahCrissinger @CiotaRebecca #critlib with so much care happening in home/community, does it need to be more visible to better support?



2 YEARS AGO



**Ian Beilin**

@ibeilin

@jayeldee Yes! Thank you - such an important point to make. #critlib



2 YEARS AGO



**Forty and Sporty**

@adammizelle

Q3: Lack of paid family leave in many places is huge. Have considered working across state line for this reason. #critlib




2 YEARS AGO





**Rebecca Ciota**  
@CiotaRebecca


#critlib Q3. As faculty, I've got a lot of flexibility. The staff don't get that. Their time is tightly controlled.

 2 YEARS AGO



**Matthew Noe**  
@NoetheMatt

A3: the expectation of being "objective" or "neutral" that many admins and the public share.  
#critlib [twitter.com/ibeilin/status...](https://twitter.com/ibeilin/status...)

 2 YEARS AGO



**Nora Almeida**  
@nora\_almeida


@ibeilin Worth noting...as a woman o& librarian I find the expectation that I am / want to be a caregiver (ie. parent) oppressive #critlib

 2 YEARS AGO



**MARCinaColdClimate**  
@marccold

True, oh, how true. Sundowning is a real phenomenon and can really mess with a caregiver's diurnal cycle. #critlib [twitter.com/MetadataCatalo...](https://twitter.com/MetadataCataloger...)

 2 YEARS AGO



**MetadataCataloger**  
@MetadataCatalog

A3 Silos and /or artificial boundaries between coworkers #critlib

 2 YEARS AGO



**Ian Beilin**  
@ibeilin


@adammizelle and even where it is paid, it's almost always inadequate, too short (again, in usa)  
#critlib

 2 YEARS AGO



**Ryan P. Randall**  
@foureyedsoul


Policies like this do so much to regulate / buttress / promote particular types of families. [#critlib](#)  
[twitter.com/CiotaRebecca/s...](https://twitter.com/CiotaRebecca/s...)

 2 YEARS AGO



**Rebecca Ciota**  
@CiotaRebecca

[#critlib](#) As a supervisor, I'm constantly asked/told about hours & the need to have dif times off. I wish they had flex too.

 2 YEARS AGO



**Ian Beilin**  
@ibeilin


SarahSomething I've been thinking abt a lot is requirement to move/ be geographically fluid (we tell new grads not to be landlocked [#critlib](#)

 2 YEARS AGO



**Matthew Noe**  
@NoetheMatt

A3: The near-necessity of willingness to move or travel for work can be deal-breaking for caregivers. [#critlib](#) [twitter.com/ibeilin/status...](https://twitter.com/ibeilin/status...)

 2 YEARS AGO



**Jessica**  
@schomj

A3 All-or-nothing, nuclear family models of caregiving seem completely out of touch with real life to me [#critlib](#) [twitter.com/ibeilin/status...](https://twitter.com/ibeilin/status...)

 2 YEARS AGO



**nisha niche**  
@nishamody

A3. Any type of quota requirement could be an impediment. Not sure how frequent this is? Maybe it's more implied? [#critlib](#)

 2 YEARS AGO



**nicole dalmer**  
@ndalmer

@CiotaRebecca #critlib support (policy, work place) for eldercarers seems to be trailing child carers

 2 YEARS AGO



**Ian Beilin**  
@ibeilin

Sarah: What does this mean for caregiving? Do you have to compromise job success? Or is this a false dichotomy I'm creating? #critlib

 2 YEARS AGO



**Rebecca Ciota**  
@CiotaRebecca

@ibeilin #critlib So, so, so, so true. My family is fine now, but will me being 4hrs away be sustainable when they get older?

 2 YEARS AGO



**Nora Almeida**  
@nora\_almeida

A3: yes, problematic that only certain kinds of relationships are recognized in professional spaces @foureyedsoul #critlib

 2 YEARS AGO



**Jessica**  
@schomj

A3 #critlib And since those are the models on which paid/approved leave and benefits are based, it's... yuck

 2 YEARS AGO



**Forty and Sporty**  
@adammizelle

A3. Expectation to work nontraditional hours (esp reference) #critlib

 2 YEARS AGO



**MetadataCataloger**  
@MetadataCatalog

#critlib I think sometimes we forget that sometimes life just happens and there's nothing we can do about it. 1/2

2 YEARS AGO



**MARCinaColdClimate**  
@marccold

I moved for a job. It's a much better job, more satisfying, I get paid more, better benefits, & yet I feel guilty every single day. #critlib

2 YEARS AGO



**Kate Deibel**  
@metageeky

If I weren't traveling and putting together three talks on Primo accessibility, I'd so love to be participating in the #critlib chat.

2 YEARS AGO

## EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.


#critlib A3. Policies are (of course) designed to treat people equally without respect to their individual needs. [pic.twitter.com/VQ03mvyf1](https://pic.twitter.com/VQ03mvyf1)

VIOLET FOX @VIOLETBFOX · 2 YEARS AGO



**Rebecca Ciota**  
@CiotaRebecca


@SarahCrissinger #critlib It can also free them up. Maybe their partner works days, so can take caregiving nightshifts.

 2 YEARS AGO



**MetadataCataloger**  
@MetadataCatalog

#critlib 2/2 Not really fair when one paygrade is fine and another is docked time.

 2 YEARS AGO



**Ian Beilin**  
@ibeilin

Sarah: ability to work these shifts seems to almost be a requirement in LIS, at least for public or academic (not sure abt special) #critlib

 2 YEARS AGO



**MARCinaColdClimate**  
@marccold

What it means in my case is that I can either give time or I can give money, but I can't do both.  
#critlib [twitter.com/ibeilin/status...](https://twitter.com/ibeilin/status...)

 2 YEARS AGO



**Annie Pho**  
@catladylib

Tuning in a little late to #critlib. I still forget that I'm in a different time zone now.

 2 YEARS AGO



**Jessica**  
@schomj


Similar backstory. I think the awareness of the privilege I had at that time makes me more outspoken now #critlib [twitter.com/marccold/statu...](https://twitter.com/marccold/statu...)

 2 YEARS AGO



**Ian Beilin**  
@ibeilin


Q4 We often see a disparity in benefits between staff in different roles, e.g. professional, support, faculty. True in your work? #critlib

 2 YEARS AGO



**Jennifer Dekker**  
@jayeldee

Article by @lisaslo "Affective Labor, Resistance, and the Academic Librarian" of interest?  
[yorkspace.library.yorku.ca/xmlui/bitstrea...](http://yorkspace.library.yorku.ca/xmlui/bitstrea...) #critlib

 2 YEARS AGO



**Jessica**  
@schomj


A4 #critlib Utterly true. It's built into our contracts. Union shop so contracts are generally good but v disparate [twitter.com/ibeilin/status...](https://twitter.com/ibeilin/status...)

 2 YEARS AGO



**Ian Beilin**  
@ibeilin

A4: Although 'support staff' are unionized at mpow, they still have very inadequate benefits, esp. for caregiving #critlib

 2 YEARS AGO



**MetadataCataloger**  
@MetadataCatalog

A4: I feel like those disparities themselves start creating silos. #critlib

 2 YEARS AGO



**Matthew Noe**  
@NoetheMatt

A4: The benefits fairy only comes to those who were privileged enough to earn an #MSLS. Support staff suffer #critlib [twitter.com/ibeilin/status...](https://twitter.com/ibeilin/status...)


 2 YEARS AGO



**Forty and Sporty**

@adammizelle

Yes, and serious question, where isn't this true? [#critlib twitter.com/ibeilin/status...](#)


 2 YEARS AGO



**Kate Crowe**

@kcrowe

I'm Kate - acad archivist in Denver! A1: Eldercare is huge & not discussed as much as shld be. [#critlib twitter.com/ibeilin/status...](#)

 2 YEARS AGO



**Kathleen C**

@libraryrat4

Hi [#critlib](#), I'm an urban public librarian

 2 YEARS AGO



**Ian Beilin**

@ibeilin

[@kcrowe](#) shouldn't eldercare be assumed a universal need, and therefore supported the same as family leave? [#critlib](#)

 2 YEARS AGO



**nisha niche**

@nishamody

A4. I'm a grad assistant so there is. And there is def tension about these disparities on campus. [#critlib twitter.com/ibeilin/status...](#)

 2 YEARS AGO



**Nora Almeida**

@nora\_almeida

A lot of my students are caregivers / parents & not always sure how to handle accommodation v. uniformity in academic expectations. [#critlib](#)

 2 YEARS AGO



**Kate Crowe**  
@kcrowe

YES. As the supervisor of public service unit this is v imp't to me. We hv a desk, but flex as much as poss. #critlib [twitter.com/ibeilin/status...](https://twitter.com/ibeilin/status...)

 2 YEARS AGO



**Ian Beilin**  
@ibeilin

[@nora\\_almeida](#) thanks for that point - so many people who come into library are caregivers and that plays into how we serve them #critlib

 2 YEARS AGO



**Matthew Noe**  
@NoetheMatt

[@nishamody](#) The difference between a GA and an "Intern" during #gradschool was huge. Same responsibility, vastly different benefits. #critlib

 2 YEARS AGO



**Jessica**  
@schomj

[@ibeilin](#) I have more flex time than support staff but they have more contracted leave for extended family care. Diff priorities? #critlib

 2 YEARS AGO



**nicole dalmer**  
@ndalmer

[@kcrowe](#) #critlib eldercare so invisible! maybe because older adults no longer "productive" and carers are not "working" when caring?

 2 YEARS AGO



**Ian Beilin**  
@ibeilin

Sarah-I'm really int in this question re: academic librarianship and tenure track vs. staff positions. Does anyone know of any lit? #critlib


 2 YEARS AGO





**Kathleen C**  
@libraryrat4


A1 I define care in terms of work and how capitalism has shaped its development in the modern world. #critlib

 2 YEARS AGO



**Jennifer Dekker**  
@jayeldee

also, frantic pace of academia inhibits my ability to care. now reading "the slow professor" & trying to apply it to librarianship. #critlib

 2 YEARS AGO



**MARCinaColdClimate**  
@marccold

@ndalmer @kcrowe I think it's weird cultural utilitarianism- caring for children is valuable b/c raising the next generation! #critlib

 2 YEARS AGO



**Ian Beilin**  
@ibeilin

@libraryrat4 interesting - what would you say is the relationship between work and care in light of that history? #critlib

 2 YEARS AGO



**Jennifer Dekker**  
@jayeldee

@libraryrat4 do you mean unpaid work? #critlib

 2 YEARS AGO



**Kate Crowe**  
@kcrowe

Also making sure that staff who are committed to srvc of uni get paid for and can sched srvc time. #critlib [twitter.com/ibeilin/status...](https://twitter.com/ibeilin/status...)

 2 YEARS AGO



**MARCinaColdClimate**

@marccold

@schomj @ibeilin Same here- support staff usually have more paid leave, but less flexibility in work hours (and make less \$). #critlib



2 YEARS AGO



**Ian Beilin**

@ibeilin

@marccold and yet it's mostly lip service, it's not nearly supported enough @ndalmer @kcrowe #critlib



2 YEARS AGO



**Forty and Sparty**

@adammizelle

@marccold @ndalmer @kcrowe Just the potential to need to provide eldercare hangs over so many working people. #critlib



2 YEARS AGO



**Ian Beilin**

@ibeilin

OK, last one! Q5. If you have benefits others don't, how can you work to create more inclusive policies around caregiving? #critlib



2 YEARS AGO



**Ian Beilin**

@ibeilin

Sarah: A4 as we think abt this disparity, biggest reflection for me is: how should we supervise caregivers? that makes a difference #critlib



2 YEARS AGO



**Matthew Noe**

@NoetheMatt

A5: Use the power afforded by position/situation that affords those benefits to leverage admin. for change #critlib [twitter.com/ibeilin/status...](https://twitter.com/ibeilin/status...)



2 YEARS AGO



**Jennifer Dekker**

@jayelde

@ibeilin i am the president of our faculty association and our next bargaining team will be a feminist bargaining team! #critlib #Q5



2 YEARS AGO



**nicole dalmer**

@ndalmer

@SarahCrissinger #critlib i'm teaching a course that questions LIS' approach re: seniors. including a class on care - suggestions on topics?



2 YEARS AGO



**Ian Beilin**

@ibeilin

Sarah:Some information here: [eeoc.gov/policy/docs/ca...](http://eeoc.gov/policy/docs/ca...) but is also abt compassion, understanding, and generosity toward whole person #critlib



2 YEARS AGO



**nisha niche**

@nishamody

A5. It's so funny. I assume I haven't "earned" these benefits. I don't fight it even tho I probably should! #critlib [twitter.com/ibeilin/status...](https://twitter.com/ibeilin/status...)



2 YEARS AGO



**Jessica**

@schomj

A5 #critlib As a supervisor, learning which rules can be (quietly) bent in support of staff being humans [twitter.com/ibeilin/status...](https://twitter.com/ibeilin/status...)



2 YEARS AGO



**MetadataCataloger**

@MetadataCatalog

A5: I think to remember that most likely, you have been or will be in this person's shoes. #critlib



2 YEARS AGO



**Jennifer Dekker**

@jayeldee

Analysing your work policies from a feminist perspective will help in many ways and make changes that work for everyone. #critlib #Q5

 2 YEARS AGO



**Forty and Sporty**

@adammizelle

Q5 I've heard about CWs pooling their sick days for others on the staff. Surprise -- numerous employers don't like this. #critlib

 2 YEARS AGO



**Jennifer Dekker**

@jayeldee

i was surprised at how much overall support there is for a feminist bargaining team #critlib #apuo

 2 YEARS AGO



**MARCinaColdClimate**

@marccold

A5. Make support for caregiving more than a damned PDF telling caregivers to exercise and to accept help when offered (what help?). #critlib

 2 YEARS AGO



**Ian Beilin**

@ibeilin

Sarah: @adammizelle @marccold @ndalmer YES. class is additional factor. My mom has no retirement/ savings & I think abt this often #critlib

 2 YEARS AGO



**Jessica**

@schomj

A5 #critlib Other than being subversive I don't think I individually have much power - so collective action? voting? [twitter.com/ibeilin/status...](https://twitter.com/ibeilin/status...)

 2 YEARS AGO



**Ian Beilin**  
@ibeilin

Sarah: [@adammizelle](#) [@marccold](#) [@ndalmer](#) if we think abt caregiving as also financial, this is huge (and fin & phys often intersect) [#critlib](#)

 2 YEARS AGO



**Violet Fox**  
@violetbfox

[@ibeilin](#) Corrected link, for those that don't follow Sarah: [eeoc.gov/policy/docs/ca...](https://www.eeoc.gov/policy/docs/ca...) Wonderful resource! [#critlib](#)

 2 YEARS AGO



**Kate Crowe**  
@kcrowe

Seriously. Flex, flex, flex, flex some more. This is something that salaried mgrs can help w by filling in. [#critlib](#) [twitter.com/schomj/status/...](https://twitter.com/schomj/status/...)

 2 YEARS AGO



**Nora Almeida**  
@nora\_almeida

[@SarahCrissinger](#) [@adammizelle](#) [@marccold](#) [@ndalmer](#) [@kcrowe](#) Also, distance. Challenging to actually be there for a sick parent [#critlib](#)

 2 YEARS AGO



**MARCinaColdClimate**  
@marccold

A5. (cont.) Allow for flexibility. Don't shame people for using FMLA. Give workers (including students) privacy when necessary. [#critlib](#)

 2 YEARS AGO



**Forty and Sporty**  
@adammizelle

[@NotheMatt](#) My wife's former workplace nixed this for a friend we lost last yr to cancer. It was a charter school. [#critlib](#)

 2 YEARS AGO



**Kate Crowe**  
@kcrowe

Yes! Dad had back surgery this yr & everything was taken care of - insurance, PTO, travel. Still stressful! [#critlib](#) [twitter.com/nora\\_almeida/s...](https://twitter.com/nora_almeida/s...)

 2 YEARS AGO



**Ian Beilin**  
@ibeilin

We are winding down the hour already! Please feel free to share additional info, and plugs. [#critlib](#)

 2 YEARS AGO



**Violet Fox**  
@violetbfox

[#critlib](#) A5. Ensure your coworkers know their rights in terms of leave. Can be easily overlooked & make life more difficult than necessary.

 2 YEARS AGO



**nicole dalmer**  
@ndalmer

[@nora\\_almeida](#) [#critlib](#) location is huge - especially for seniors encouraged to age in place - opportunity for libraries in community?

 2 YEARS AGO



**Jessica**  
@schomj

A5 Hell, I tell people to sign up for FMLA at the first hint they might need it. It's limited but still... [#critlib](#) [twitter.com/marccold/statu...](https://twitter.com/marccold/statu...)

 2 YEARS AGO



**Jennifer Dekker**  
@jayeldee

[@adam Mizelle](#) i've never heard of that before. That's radical community. [#critlib](#)

 2 YEARS AGO



**Matthew Noe**  
@NoetheMatt


And find ways to make the legal and governmental jargon more understandable for everyone!  
[#critlib](#) [#FMLA](#) [twitter.com/violetbfox/sta...](https://twitter.com/violetbfox/status...)

 2 YEARS AGO



**MetadataCataloger**  
@MetadataCatalog

Great chat today, everyone! Thanks to all and our moderators!! [#critlib](#)

 2 YEARS AGO



**nisha niche**  
@nishamody

[@jayeldee](#) [@adammizelle](#) Wow! yes totally radical. Not shocked they don't like it, lol [#critlib](#)

 2 YEARS AGO



**Jessica**  
@schomj

Back to A1: I define care as being human and treating myself and others like humans. Flaws + rainbows + all [#critlib](#) [twitter.com/ibeilin/status...](https://twitter.com/ibeilin/status...)

 2 YEARS AGO



**Ian Beilin**  
@ibeilin

Before you go, does anyone want to volunteer to storify this [#critlib](#)

 2 YEARS AGO



**Kathleen C**  
@libraryrat4

[.@ibeilin](#) well, care is work (even if it is work we enjoy) it can't be defined outside of capitalism. Selma James writes abt this! [#critlib](#)

 2 YEARS AGO



**Violet Fox**  
@violetbfox

Huge thanks to [@SarahCrissinger](#) & [@ibeilin](#) for proposing & leading a very important [#critlib](#) chat! Any volunteers to Storify (archive) chat?

 2 YEARS AGO



**Ian Beilin**  
@ibeilin

Sarah: And a huge thank you to [@violetbfox](#) & other [#critlib](#) admin & their unseen work that keeps these chats going!

 2 YEARS AGO



**Forty and Sparty**  
@adammizelle

[@nishamody](#) [@jayeldee](#) Usually its in response to a catastrophic illness [#critlib](#)

 2 YEARS AGO



**Matthew Noe**  
@NoetheMatt

[@libraryrat4](#) [@ibeilin](#) That's an interesting definition of work that strikes me as odd at first glance. I'll have to read more! [#critlib](#)

 2 YEARS AGO



**Forty and Sparty**  
@adammizelle

Thanks all around for another edifying [#critlib](#) chat!

 2 YEARS AGO



**Lisa Hinchliffe**  
@lisalibrarian

[#critlib](#) pitch - consider joining [#DLFteach](#) chat tmrw on Dig Lib Resource Sharing/Prof Development - Qs+dets here: [docs.google.com/document/d/1yQ...](https://docs.google.com/document/d/1yQ...)

 2 YEARS AGO





**Kathleen C**  
@libraryrat4


.@NoetheMatt .@ibeilin check out the Italian autonomist feminists of the 70s as well as Sex Race and Class by Selma James #critlib

 2 YEARS AGO



**Matthew Noe**  
@NoetheMatt

Much thanks for leading @SarahCrissinger @ibeilin! Twas my first #critlib chat - lots to think about! [twitter.com/violetbfox/sta...](https://twitter.com/violetbfox/status/144014401440)

 2 YEARS AGO



**Nicola Andrews**  
@maraebrarian

@jdh\_lib & I explored indigenous knowledge within the MLIS curriculum, will present at @IFLA - [library.ifla.org/1440/](https://library.ifla.org/1440/) #wlic2016 #critlib

 2 YEARS AGO



**Ian Beilin**  
@ibeilin

Thanks to @SarahCrissinger for all your thought and planning for this #critlib

 2 YEARS AGO



**nisha niche**  
@nishamody

Did someone volunteer to storify this! I can do it! (I haven't before tho) #critlib

 2 YEARS AGO



**Kathleen C**  
@libraryrat4

.@NoetheMatt .@ibeilin this is a good intro to thinking about care as work #critlib [viewpointmag.com/2012/03/19/car...](https://viewpointmag.com/2012/03/19/care...)

 2 YEARS AGO



**Nicola Andrews**  
@maraebrarian


Ack, I missed another #critlib chat! #lifewithoutsmartphones #gottacatchemall

 2 YEARS AGO



**Lisa Hinchliffe**  
@lisalibrarian

@maraebrarian I'll be at IFLA. Hope our paths w cross! #critlib

 2 YEARS AGO



**Kathleen C**  
@libraryrat4

I am thinking about this a lot since I am expecting a little one soon! #critlib  
[twitter.com/violetbfox/sta...](https://twitter.com/violetbfox/status/1111111111)

 2 YEARS AGO



**Kathleen C**  
@libraryrat4

It seems like radical nurses have been talking abt care, work and reproductive labor for longer than librarians. not sure if true. #critlib

 2 YEARS AGO



**Kathleen C**  
@libraryrat4

.@violetbfox here is one, it describes itself as a caring labor support network  
[...reneejohnstoncollective.wordpress.com/about/](https://reneejohnstoncollective.wordpress.com/about/) #critlib

 2 YEARS AGO



**Brett D. Currier**  
@brettdcurrier

Looks like a very promising webinar. #autism #critlib #disability [ala.org/ascla/serving-...](http://ala.org/ascla/serving-...)

 2 YEARS AGO



nicole dalmer

@ndalmer

was a sweet treat to dig into today's chat on intersections of [#critlib](#) and [#care](#). thanks to moderators [@SarahCrissinger](#) & [@ibeilin](#)!



2 YEARS AGO