#CritLib #72 Library workers with disabilities

Tuesday December 6: 6pm Pacific / 7pm Mountain / 8pm Central / 9pm Eastern

Moderated by @schomj

critlib.org/library-workers...

Jessica Schomberg
@schomj

Hey folks we’re going to get started in 15 minutes! Reminder that the questions & link to the relay is here critlib.org #CritLib

Kate Deibel
@metageeky

Made it home just in time for #critlib. Important links here: critlib.org

Greg Bem
@bembrarian

Will be almost entirely lurking on #critlib tonight, but looking forward to perspectives on disabilities!

Jessica Schomberg
@schomj

Welcome to the 72nd #CritLib chat! Today’s topic is Library Workers with Disabilities. Materials are posted here. critlib.org

Jessica Schomberg
@schomj

If you respond to a question such as Q1, your tweet should follow this format: A1 [your message] #CritLib
Question 1: Introduce yourself, library type, and self-describe your disability/disabilities if you are comfortable doing so.

Jessica Schomberg
@schormj

Q1. Introduce yourself, library type, and self-describe your disability/disabilities if you are comfortable doing so. #critlib

Kate Deibel
@metageeky

A1. I'm Kate, a web app specialist at UWash libraries. I'm also chronically depressed, autistic spectrum, and mystery headachy #critlib

Gina Murrell
@GinaMurrell1

RIGHT NOW: #critlib chat on #library workers w disabilities. See link for questions, participating confidentially. critlib.org/library-worker...

Jessica Schomberg
@schormj

A1. Jessica, public uni in the midwest US, and I have diabetes + other autoimmune disorders and depression #critlib twitter.com/schormj/status/...

Kenny Garcia
@kennygarciamlis

A1 Hi, my name is Kenny. Stuttering instruction librarian at an academic library in Monterey Bay, California #critlib

Violet Fox
@violetbfox

Find resources and questions for tonight's #critlib on library workers with disabilities: critlib.org/library-worker...
Jessica Olin
@olinj

A1 #critlib Jessica here. Director of a small academic library in DE. Anxiety is the flavor in my brainpan.

A YEAR AGO

Anonymous Critlib
@CritLib_anon

A1. Anonymous, some hearing loss and chemical sensitivities. Work in academic libraries. #critlib

A YEAR AGO

Jessica Olin
@olinj

Also, #critlib, I opened my DMs if you want to share through me instead of doing it publicly.

A YEAR AGO

Anastasia
@chiuchiutrain

A1 Hey, I'm Anastasia, and I'm in Philly. Will mostly listen tonight. #critlib

A YEAR AGO

Irene Korber
@IreneKorber

#critlib A1. Irene, academic librarian at California State University, Chico. Hi!

A YEAR AGO

Violet Fox
@violeťbfox

A1. Hi #critlib! I'm Violet, cataloger in central Minnesota. Living with depression for over 25 years now (silver sadness anniversary!).

A YEAR AGO
Question 2: When you think of “people with disabilities,” what stereotypes come to mind?

Tina Gross
@aboutness
Tina, cataloger at academic library in central MN. Probably just lurking tonight, but eager to learn! #critlib

A YEAR AGO

Jessica Schomberg
@schornj
Q2. When you think of “people with disabilities,” what stereotypes come to mind? #critlib

A YEAR AGO

Nancy Foasberg
@nfoasberg
A1. I’m an academic librarian in NY, planning to lurk tonight. Hi everyone! #critlib

A YEAR AGO

Kenny Garcia
@kennygarciamlis
A2. Folks who can’t function on their own or need to be saved from their disability. #critlib

A YEAR AGO

Anonymous Critlib
@CritLib_anon
A2. Stereotypes: visible assistive devices. #critlib

A YEAR AGO

Kenny Garcia
@kennygarciamlis
A2. People with disabilities all need the same resources eg wheelchair ramp, screen readers for the blind #critlib

A YEAR AGO
Kate Deibel
@metageeky

A1 Keep in mind that we're using disability in a very academic sense tonight. Not all people with "disabilities" identify with it, #critlib

Jessica Schomberg
@scomj

A2 I used to think of white people with visible mobility impairments, because that's all I see in the media #critlib twitter.com/schomj/status/...

Jessica Olin
@olinj

A2 #critlib My first job in higher ed was at a school for people with learning disabilities. That smashed all my preconceived notions. 1/2

Kate Deibel
@metageeky

Members of the Deaf community, people with mental health issues, and veterans can often object to being termed 'disabled' #critlib

Irene Korber
@IreneKorber

#critlib A2 I think that "invisible" disabilities are often overlooked when this is dicussed or addressed

Jessica Olin
@olinj

A2 #critlib But before that, I probably thought of people with developmental disabilities since that was my main experience. 2/2
Jessica Olin
@olinj

@sendaulas #critlib I worked at Landmark College in VT. Great first job. Loved the students.

A YEAR AGO

Kate Deibel
@metageeky

A2 The big 3: mobility, deafness, and blindness. And it’s all or none. No limited vision, no some walking. #critlib

A YEAR AGO

Anastasia
@chiuchiutrain

A2 I find myself thinking that being disabled means you only think about your disability all the time. It’s really stupid. #critlib

A YEAR AGO

Jessica Schomberg
@schornj

A lot of people with diabetes also object to being labeled as having a disability. It’s very personal #critlib twitter.com/metageeky/stat...

A YEAR AGO

Anonymous Critlib
@CritLib_anon

A2. Stereotypes make me reluctant to disclose own disabilities. #critlib

A YEAR AGO

Kate Deibel
@metageeky

This so much. Despite years being active in disability advocacy, I still find many disabilities overlooked or ignored. #critlib twitter.com/IreneKorber/st...
Violet Fox
@violettfosx

A2. Invisible disabilities are harder for people (including me) to grasp. I haven’t thought of myself as disabled, to be honest. #critlib

Kate Deibel
@metageeky

@violettfosx I did a study of disabled undergrads in CS classes. My CfP had to specify mental health issues to get those students. #critlib

Kate Deibel
@metageeky

@violettfosx Even then, those students did not identify with that label. #critlib

Kate Deibel
@metageeky

Of course, there's also some very polarized opinions of mental health issues/treatment in the disability community. #critlib

Kate Deibel
@metageeky

Mocking of medication, rejection of psychiatry, etc. can be offputting to people helped by those means. #critlib

Jessica Schomberg
@schormj

@sendaulas I think that also sometimes impacts people being willing (or not) to ask for ADA protections when needed #critlib
@sendaulas @schomj #critlib A thing I got from my time @ Landmark was that it's an important label for legal reasons, but I agree: personal.

A YEAR AGO

@sendaulas Have you found it to be a helpful construct for you? #critlib

A YEAR AGO

@olinj And what's interesting is that your exposure was to kids achieving academically. Many assume learning dist. equals the R-word #critlib

A YEAR AGO

@metageeky like those FB memes about "nature is medication" and actual medication is vilified #critlib

A YEAR AGO

Question 3: How do you think these stereotypes impact library accessibility for patrons and (potential) employees?

Jessica Schomberg
@schomj

Moving on to Q3. How do you think these stereotypes impact library accessibility for patrons and (potential) employees? #critlib

A YEAR AGO

Irene Korber
@IreneKorber

@schomj @sendaulas this happened with someone I know not wanting to ask for test accommodation for her anxiety #critlib

A YEAR AGO
Jessica Olin
@olinj

@metageeky Like I said to @sendaulas: amazing first job for me. For anyone. Those students taught me as much as I taught them. #critlib

A YEAR AGO

Kenny Garcia
@kennygarciamlis

A3 Solutions becomes checkboxes rather than asking library patrons and employees what they need #critlib

A YEAR AGO

Irene Korber
@IreneKorber

@schomj negatively. #critlib

A YEAR AGO

Violet Fox
@violetbfox

A3. Stereotypical thinking limits our empathy as well as our ability to see potential problems in how we offer our services. #critlib

A YEAR AGO

Jessica Olin
@olinj

A3 #critlib Invisible disabilities are ignored ignored IGNORED. Also, people get judged like whoa. twitter.com/schomj/status/...

A YEAR AGO

Anonymous Critlib
@CritLib_anon

A3. Shame/denial re own hearing loss may make library less accessible for others. #critlib

A YEAR AGO
Kate Deibel
@metageeky

A3 One thing I’ve seen at times is over helping. I’ve seen a patron be bombarded with options/tech/etc. #critlib

Jessica Olin
@olinj

@metageeky @sendaulas #critlib But not in some shmaltzy way. They made me a much better teacher, even for neurotypical people.

Jessica Schomberg
@schomj

A3 I’ve seen people with mobility and speaking impairments judged as "stupid" (ie, unworthy) without basis #critlib twitter.com/schomj/status/...

Kate Deibel
@metageeky

Definitely rarer than lack of help, but it can be more dismissive and unhelpful. #critlib

Violet Fox
@violetbfox

@CritLib_anon In what way, anonymous library pal? In not recognizing others with similar problems? Or something else ?? #critlib

Jessica Schomberg
@schomj

A3 I’ve also seen people who openly struggle with depression judged as "lazy" because they need to slow down for a bit #critlib twitter.com/schomj/status/...
A1 hi! karina here. i work in an academic library. my experiences include PTSD, BPD, & DID as well as sciatica & hypotension #critlib

A3 reflected in service offered to borrowers. Eg stereotypes abt mentally ill ppl being dangerous or attention seeking #critlib

@schomj I've been at restaurants with friends in wheelchairs and been asked what they will be ordering. #critlib twitter.com/schomj/status/...

A1: Shazia, librarian trainee in a LI, NY public library, new to critlib. Just got off work but looking forward to Q5 and Q6! #critlib

@CritLib_anon we have a student empl beginning next sem w/hearing impairment & are working on how 2 accommodate Suggestions welcome #critlib

@metageeky bombarded like by mulitple employees? Seems like communication between employees would be key there #critlib

A YEAR AGO
@schomj I was directly turned down for a job once because I described my depression management as a positive skill. #critlib

@IreneKorber It's sometimes that or suggestions of a lot of software. Or it might simply be ignoring the patron's actual request. #critlib

A2 stereotypes that come to mind are the ones I've faced the most: all in yr head, making it up, faking it, wants attention. #critlib

A3 perception of providing access to all as being "something extra" rather than a core component of our job #critlib

A3 follow-up. Asking people to repeat what they said gets old, may reduce approachability. #critlib

@metageeky so next step is same as ally suggestion to stfu and LISTEN #critlib
Question 4a: If you have disabilities, has that influenced what kind of library work you’ve pursued?

Jessica Schomberg  
@schornj

Q4. If you have disabilities, has that influenced what kind of library work you’ve pursued?  
#critlib

Irene Korber  
@IreneKorber

@metageeky @CritLib_anon thanks Kate will do, probably tomorrow. Much appreciated!!  
#critlib

Kate Deibel  
@metageeky

@IreneKorber Exactly! I don’t need people avoiding telling me bad news as if that will make my depression disappear.  
#critlib

Question 4b. If you don’t have disabilities, have you ever thought about this possibility?

Jessica Schomberg  
@schornj

Q4. If you don’t have disabilities, have you ever thought about this possibility?  
#critlib
A3 perceptions that i'm "difficult" (when they mean being accessible is) or "unreliable"; i'm not unreliable, my disabilities are! #critlib

@IreneKorber Heck, feeling left out/isolated from wat's going on just makes me freak out/be paranoid/feel more like a loser. #critlib

Hi all, Digital Services Librarian, have vision/hearing loss, cochlear implants. #critlib

A4 #critlib I've been working to make my building more accessible for a broad range of disabilities, both for the students and employees.

@hfmarby Hey! I was just thinking about you and then you appeared. Yay! #critlib

@metageeky most unfortunate that that happened/happens. Happy to have this discussion so to learn how NOT to do that #critlib
Kenny Garcia  
@kennygarciamlis

A4 I love teaching, but I’ve also thought about behind the scenes tech work. Speaking is mentally and physically exhausting #critlib

Kate Deibel  
@metageeky

Wasn’t a library job and I would otherwise have not eventually gotten my current one—my first in the library world. #critlib

Anonymous Critlib  
@CritLib_anon

A4 can’t work full time. Still, I’m a leadership role, feel v lucky. wonder if I have it bc I’m so good at masking my disability. #critlib

Holly Mabry  
@hfmary

A3 Not all people with the "same" disabilities have the same accessibility needs. #critlib

Violet Fox  
@violetbfox

A4. My mental health issues definitely contributed to my working in a largely non-public role. Exhausting to be "happy" for public. #critlib

Kate Deibel  
@metageeky

A4 Not really. I was in Comp Sci well before I realized I have disabilities. It was my own research that led to my self-identity. #critlib
A3 my trauma-informed responses to triggers are misconstrued as being "dramatic" or "overreacting" vs. their reaction being ableist #critlib

A4 I need to work for a place that can afford my healthcare, which in the US limits my options #critlib twitter.com/schomj/status/...

@kennygarciamlis I love teaching too because it’s one of the few contexts where I’m not autistically socially incompetent. #critlib

A3: LRT for any disability if you've met a person with a disability you've met a person with that disability. Remain open to others #critlib

A4. Also, as much as I love teaching, I don't have the spoons to make that a primary part of my work #critlib twitter.com/schomj/status/...

A4 no disabilities but temporarily disabled due 2 surgery. Honestly: more empathy afterwards. Sorry/guilty it took that 2 care more #critlib
Anonymous Critlib
@CritLib_anon

A1 Anon. Academic/community college library. ADHD that’s profound on inside but not obvious externally (not clearly "hyperactive") #critlib

Kate Deibel
@metageeky

@kennygarciamlisi However, my depression makes course management much harder for me. #critlib

Jessica Schomberg
@schomj

Ditto #critlib twitter.com/violetbfox/sta...

Anastasia
@chiuichiutrain

A4 Yes, but then I forget. Once, I didn’t realize a patron who had me help with their email had vision loss until they got mad. #critlib

karina @femmelibrarian @femme

A4 i knew i couldn’t succeed in american studies (my undergrad degree) at a graduate level bc of how triggering it would be #critlib

Anonymous Critlib
@CritLib_anon

A4. Easier to work for smaller institutions with less traffic. #critlib
A4 i had managed a lgbt resource library for four years, so i applied for my #mlis at the last possible moment & was accepted #critlib

A YEAR AGO

Jessica Schomberg
@schronj

The "masking" aspect is really familiar to me. And I think that's part of why I've been successful at MPOW #critlib twitter.com/CritLib_anon/s...

A YEAR AGO

Kate Deibel
@metageeky

@IreneKorber Not everyone who experiences temporary disability reaches that empathy and keeps it. #critlib

A YEAR AGO

A4 my research focuses on social justice still & i receive accommodations but i don't feel triggered by my studies on a DAILY basis #critlib

A YEAR AGO

Violet Fox
@violetbf ox

@NeoMediaLuddite Yeah. And I appreciate the recent "introvert" discussion gaining more recognition, but this goes far beyond that. #critlib

A YEAR AGO

Irene Korber
@IreneKorber

@metageeky have multiple fam members w/permanent chronic disabilities so I suspect that played a role #critlib

A YEAR AGO
Kate Deibel  
@metageeky

@sendaulas @schomj @violetbfox My social awkwardness eventually made me realize I suck at schmoozing for research grants #critlib

A YEAR AGO

Kate Deibel  
@metageeky

@violetbfox @NeoMediaLuddite Now that's a way I've seen people dismiss a lot of learning disabilities. Equating them with... #critlib

A YEAR AGO

karina  
@femmelibrarian

A4 my work in an academic library makes me feel safer; it is quiet (i do digitization right now) & i am behind three key swipes #critlib

A YEAR AGO

Holly Mabry  
@hfmbry

A4 It has helped a lot with creative problem solving, particularly working w/online library services. #critlib

A YEAR AGO

Anonymous Critlib  
@CritLib_anon

Usually don't disclose. Already doing solutions that would be recommended, not likely to show improvement. #critlib

A YEAR AGO

Kate Deibel  
@metageeky

@violetbfox @NeoMediaLuddite ...learning styles/differences. It's easy to say a visual learner should adjust to more verbal #critlib

A YEAR AGO
A4 my boss is understanding of my PTSD; he got me a desk so my back could face a wall when i told him abt this accessibility need #critlib

@violetfox @NeoMediaLuddite but you can't say that to a person with dyslexia (and yet I know profs/librarians who have). #critlib

Question 5: What can we as individuals do to improve library accessibility for patrons?

Now moving on to a few action oriented questions-- Q5. What can we as individuals do to improve library accessibility for patrons? #critlib

@femmelibrarian That is awesome! It can be hard to convince some bosses that that sort of thing matters #critlib

Q5 i identify as "crazy" & experience (mostly) mental health disabilities so my expertise & advice is informed by these experiences #critlib
Jessica Olin
@olinj
A5 #critlib Learn about universal design. Become familiar with ADA standards. Watch people navigating in your library to see pain points.

Kate Deibel
@metageeky
@femmelibrarian I have awesome bosses too who work with me on my disability management. Time for therapy, help with meeting people #critlib

Violet Fox
@violetbfox
@metageeky @NeoMediaLuddite Ugh. Yes. You can’t just rewire your brain because it would be easier. #critlib

Anastasia
@chiuchiaitrain
Actual A4, I’ve never been diagnosed, but am 99% sure I repeat depressive cycles on a roughly 2 year interval. So no...but maybe? #critlib

Irene Korber
@IreneKorber
A5 one of the main reasons I'm here this evening. Solutions and suggestions super helpful and thanks in advance #critlib

Kate Deibel
@metageeky
A5 Stick it to the vendors to meet actual accessibility standards and in useful/usable ways. #critlib
@violetbfox @NeoMediaLuddite Just smile and your depression will go away. Just stop being so sad. #critlib

Anonymous Critlib
@CritLib_anon

A4 ADHD affects project management (executive function/prioritization). My coping mechanisms R often mistaken for being too "chill" #critlib

Kate Crowe
@kcrowe

Hey #critlib I'm super late to the party. I am an academic archivist, and I have generalized anxiety disorder. twitter.com/schomj/status/...

Irene Korber
@IreneKorber

A5 lucky that our campus has an Accessibility Resource Center to help us address ADA and accommodations #critlib

Kate Deibel
@metageeky

@CritLib_anon Which is a real shame because you probably have techniques that others could use to reduce stress too #critlib

Jessica Schomberg
@schomj

A5 I point out barriers when I see them and say "this is important" over and over until it sinks in #critlib twitter.com/schomj/status/...
Irene Korber
@IreneKorber
@metageeky @violetbfox @NeoMediaLuddite SMILE Y NO SMILING. So annoying and unhelpful #critlib

A YEAR AGO

Anastasia
@chiuchitrain
A5 Very 101 start, keep in mind that non-disclosure is a right when patrons are talking to you? #critlib

A YEAR AGO

Anonymous Critlib
@CritLib_anon
A5 once a librarian, senior mgmt, disclosed to me she had same issue I struggle with. Will never forget that. Gave me hope #critlib

A YEAR AGO

karina
@femmelibrarian
@metageeky my supervisor is also is great about flexibility around hours for appointments & care & prioritizing employee well-being #critlib

A YEAR AGO

Jessica Olin
@olinj
@chiuchitrain that's why I preach universal design! #critlib

A YEAR AGO

Anonymous Critlib
@CritLib_anon
A5. Made sign for fragrance free seating zone. #critlib

A YEAR AGO
Jessica Schomberg
@schomj

A5 We’ve been having those discussions more openly, but sometimes teaching faculty are like WE WANT THIS and that’s it #critlib twitter.com/metageeky/stat...

A YEAR AGO

Violet Fox
@violetbfox

A5. Our campus Student Accessibility Services will be in our new library after renovation—excited for collaboration possibilities! #critlib

A YEAR AGO

Kate Deibel
@metageeky

@sendaulas Yes. It should be a top-level requirement and not something tacked on. Even a lot of libUX people do that. Grrr. #critlib

A YEAR AGO

Kate Crowe
@kcrowe

A2: in terms of media, ppl whose sole reason for being in the narrative is disability, and they have no personality outside of it. #critlib twitter.com/schomj/status/...

A YEAR AGO

karina
@femmelibrarian

@schomj i was let go from my 4-year gig at the lgbt resource library bc of my disability. illegal & ableist but still happening. #critlib

A YEAR AGO

Jessica Olin
@olinj

A5 #critlib Even at Landmark, where EVERY student had a disability, you couldn't know specific needs. Tried to be broadly accessible.

A YEAR AGO
@schomj It doesn't help too that a lot of disability/accessibility advocates don't work in the "trenches" and just say "Only..." #critlib

@violetbfox so happy we have this campus resource as well. Have 2 make sure 2 USE their expertise #critlib

@schomj ...buy products that meet the accessibility specs." Uh, you mean we shouldn't have an online catalog? #critlib

MT [locked] A5 LIS should stop thinking of accessibility as something extra, an afterthought. #critlib

A5. Recognize that *everyone* who works at library has a role--tech srvcs, public srvcs, admin, etc. *Everyone's* responsibility, #critlib

A4: yes. I do best with mix of learning activities & moving btwn them: when I teach or do own work I try to vary how I do what I do #critlib
Tack on Section 508, WCAG 2.0, and even the criticisms of their weak points to push them to be even better! #critlib twitter.com/krofss/status/…

A YEAR AGO

A5 Good signage, multiple question access points such as live chat, phone, etc. #critlib

A YEAR AGO

A5 flexible scheduling & hours for staff; how & when my disability decides to flare isn’t up to me, it doesn’t adhere to a schedule #critlib

A YEAR AGO

**Question 6: What can we as individuals do to support coworkers with disabilities?**

Wow, we’re at question 6 already! Q6. What can we as individuals do to support coworkers with disabilities? #critlib

A YEAR AGO

A5-6. @LibJuiceAcademy offers "Introduction to Accessibility and Universal Design in Libraries" webcourse: libraryjuiceacademy.com/132-accessibilit... #critlib

A YEAR AGO

A3: if we only plan/account for "visible" disabilities (vision impairment, mobility, deafness) we’re not fulfilling our missions. #critlib twitter.com/schomj/status/…

A YEAR AGO
@krofss @bembrarian same tho. solidarity, friend. #critlib

Kate Deibel
@metageeky
@kcrowe Yes! Why is the general solution for dyslexic access essentially just screen readers?
#critlib

Jessica Olin
@olinj
@hfmabry & I taught a similar class for @ALA_LITA and hope to offer it again. #critlib
twitter.com/violetbfox/status/...

Kenny Garcia
@kennygarciamlis
A6. Be patient with people with speech impediments. Listen to content not style. #critlib

Jessica Schomberg
@schomj
A6. We need to believe in each other, believe that people are doing the best they can #critlib
twitter.com/schomj/status/...

Kate Deibel
@metageeky
A6 If you talk about diversity and mention gender, race, sexuality, etc., you better damn well mention disability too. #critlib
Irene Korber
@IreneKorber

A6 building manager couldn’t be here tonight asked me to watch for responses to this type of Q. Eagerly awaiting responses! #critlib

A YEAR AGO

karina femmelibrarian

A5 have staff trained by social workers, etc., in how to handle mental health issues or crises (tip: don’t call the cops!) #critlib

A YEAR AGO

Anonymous Critlib
@CritLib_anon

A6. Know that it’s possible for those with depression/chronic pain etc to have a “good day” which doesn’t mean we are cured. #critlib

A YEAR AGO

Jessica Olin
@olinj

A6 #critlib As a head cheese in charge type, I *believe* my staff when they talk to me about limitations, and help invent work-arounds.

A YEAR AGO

Violet Fox
@violetbfox

A6. Learn more!! If patron or coworker confides in you, take opportunity to SELF-educate on their challenges. #critlib

A YEAR AGO

katie @melbrarian

A6 consult staff if you’re reconfiguring the workplace, you may not realise how a change can affect staff ability to do their job #critlib

A YEAR AGO
Irene Korber
@IreneKorber

@violetbfox @LibJuiceAcademy thank you for sharing! Hadn't seen this yet. V interested! #critlib

Holly Mabry
@hfmabry

A6 don’t make assumptions. Ask how/if there’s anything to do to help. #critlib

Jessica Schomberg
@schomj

A6. I am super open about my diabetes (which not every feels safe to do) and that allows people to *ask me* what I need #critlib twitter.com/schomj/status/...

Irene Korber
@IreneKorber

@CritLib_anon omg my fam members all this. Thank you. #critlib

karina ≪femme鸞librarian

A6 if we repeat something, let us repeat it instead of saying "you've said that already", etc. #critlib

Kate Deibel
@metageeky

A6 If you feel you are safe to do so and have a disability, be open. Educate through example. But your safety is more important! #critlib
@metageeky heck yes. Overlooked far too frequently in diversity conversations #critlib

A6 ask US how you can support us instead of assuming you know what's best/right/etc. for us #critlib

A6 Trust ppl to work from home. I am so mad that this is treated as something that takes 2+ years to earn in some places. #critlib

A6. Fight your neo-liberal impulses that say someone isn't "pulling their weight". From each according to their ability. #critlib

A6 Let employees with disabilities ask/direct what helps them best. For some it's specific tech. Or flex hours. #critlib

A6: challenging if ppl aren't natural self-advocates. As hiring mgr, I will fight for accommodation, but need to know what u need. #critlib twitter.com/schomj/status/...
Kate Deibel
@metageeky
If I need to really focus, I put MST3K videos on in the background. TV/movies help me drown out the rest of the world. #critlib
A YEAR AGO

karina femmelibrarian
A6 educate yrself on ableism, disability justice, & so on. after all, yr a librarian; you should know how to find info. #critlib
A YEAR AGO

Anonymous Critlib
@CritLib_anon
A6. Stop penalizing my right to take unpaid sick leave, as an employee without benefits. I do not enjoy having to lose shifts. #critlib
A YEAR AGO

Jessica Schomberg
@schornj
And scheduling, for me. I'm lucky to work at a fairly flexible place now, but some places... yikes. #critlib twitter.com/krofss/status/...
A YEAR AGO

Kate Crowe
@kcrowe
A6: Honestly, this is something that I feel like I need significantly more training on how best to support. #critlib
A YEAR AGO

Kate Deibel
@metageeky
This. Advocate for better insurance, better leave policies (including leave sharing), etc. #critlib twitter.com/krofss/status/...
A YEAR AGO
Jamie Howe  
@Gaymerbrarian

@metageeky I need the opposite solution: I use white noise sites like rainycafe.com to focus. #critlib headphones are rude tho.

Violet Fox  
@violetbfox

Continue fighting for single-payer insurance, even now, especially now. People's lives depend on it. #critlib twitter.com/krofss/status/...

Kate Deibel  
@metageeky

@femmelibrarian @violetbfox Well, not all of us are librarians (moi), but help educate others through seminars and the like. #critlib

Jessica Olin  
@olinj

I've told my staff that I trust them to know if they need a day off. Why make them feel worse? #critlib twitter.com/CritLib_anon/s...

Kate Crowe  
@kcrowe

A6: I say this with full knowledge that there are very, very good reasons for reluctance to disclose/ask for accommodations. #critlib

Kate Deibel  
@metageeky

A6 For managers, don’t rely on your institutions HR/disability office to be the only provider for accommodations. #critlib
Kate Deibel
@metageeky

For a lot of us, smaller accoms are better and don’t need the red tape. #critlib

A YEAR AGO

Jessica Schomberg
@schomj

Closing question: If you could have virtual meet-ups with library workers with your disability/disabilities, would you like that? #critlib

A YEAR AGO

Jo Gadsby
@jkgadsby

Catching up on #critlib a bit late tonight. So many great thoughts on a very worthy topic.

A YEAR AGO

karina femmelibrarian

100% yes, absolutely. #critlib twitter.com/schomj/status/...

A YEAR AGO

Jessica Olin
@olinj

Thanks for a great #critlib @schomj!

A YEAR AGO

Irene Korber
@IreneKorber

@schomj no disabilities but would love 2 hear from ppl regarding their input, experiences, suggestions, best practices. All yes. #critlib

A YEAR AGO

Holly Mabry
@hfmabry

I like how many accomadations are built in now, like with Apple Zoom and VoiceOver for instance. #critlib

A YEAR AGO
Irene Korber
@IreneKorber
@metageeky @schomj please share! #critlib

Jessica Schomberg
@schomj
I'm seeing a lot of Yes responses to this. I will ponder how to set something up -- if you have an idea, let me know! #critlib twitter.com/schomj/status/...

Kenny Garcia
@kennygarciamlis
Thank you for moderating @schomj! I feel isolated and invisible when librarians aren't having these discussions! #critlib

Kate Deibel
@metageeky
#critlib Also, if you have any thoughts about the anonymous relay, please contact me. I will keep all correspondence anon. #

Violet Fox
@violetbfox
I probably need to think more about my mental health problems as a shared experience and less as a personal flaw. #critlib

Kate Deibel
@metageeky
@krofss Very true. Although, I find that the disability community is so diverse we often need to better allies to even each other. #critlib
@chiuchiutrain for folks with disabilities that impair their memory. there are many but as a person w/ DID, it’s relevant for/to me #critlib

A YEAR AGO

All right, we’re at the end -- thanks everyone for the great chat! Keep talking if you want to! #critlib

A YEAR AGO

@krofss As always, for allies, hard to know what to say! Perhaps less education/visibility around disability than other -“isms”? #critlib

A YEAR AGO

@krofss Tried? Very much want to serve all populations. ALL. #critlib

A YEAR AGO

@metageeky @violetbfox true! just so tired of folks draining emotional labor for me to educate them on how not to be ableist, etc. #critlib

A YEAR AGO

Thanks @schomj for a wonderful #critlib chat, thanks to all anonymous participants and @metageeky for providing anonymizing tool!

A YEAR AGO
Jessica Schomberg
@schomj

@kennygarciaamis I hear you! Disabilities touch all groups, but it's still not a topic everyone is comfortable talking about #critlib

A YEAR AGO

Violet Fox
@violetbfox

Any volunteers to Storify (archive) tonight's #critlib chat? It'd be greatly appreciated!

A YEAR AGO

Kate Deibel
@metageeky

@sendaulas And do not "disclose" for others. Respect privacy and confidentiality! #critlib

A YEAR AGO

Irene Korber
@IreneKorber

Thanks @schomj for moderating tonight. We have a lot of work to do. #critlib

A YEAR AGO

Kate Deibel
@metageeky

@Gaymerbrarian They can also make you feel self-conscious because you know why you are using them. Not for entertainment but "help" #critlib

A YEAR AGO

Irene Korber
@IreneKorber

Thanks everyone who participated tonight. I know it can be hard to disclose disabilities. You are appreciated! #critlib

A YEAR AGO
Katelyn Patterson
@radicallibrarian

I missed #critlib but wanted to make sure to invite you all to participate in our upcoming #publibchat on #informationliteracy! twitter.com/publibchat/sta...

A YEAR AGO

Kate Deibel
@metageeky

@olinj @sendaulas As I’ve always said when I talk/promote inclusive teaching techniques---the methods benefit all students. #critlib

A YEAR AGO

Kate Deibel
@metageeky

This tweet made my day. Thank you whoever this was. #critlib twitter.com/CritLib_anon/s...

A YEAR AGO

Anonymous Critlib
@CritLib_anon

Thank you for this, @metageeky. #critlib

A YEAR AGO

Brian Rogers
bhar0 @bhar0

If I just want to answer Q5 from #critlib but after the fact, is that okay?

A YEAR AGO

Violet Fox
@violetbfox

@bharo Go right ahead! #critlib

A YEAR AGO
Q5.2 - I sit on a campus-based wayward Accessible Technology Committee. We discuss a slow migration toward Universal Design. #critlib

A YEAR AGO

Q5.3 - I got pulled in from the perspective of our DRC wanting to install accessibility software on every single library computer. #critlib

A YEAR AGO

Q5.4 - So there's inserting ourselves into the larger conversation/ecosystem in which patrons exist. #critlib

A YEAR AGO

Q5.5 - This involves, with software at least, pushing for testing, learning them, talking to vendors, speaking w/patrons. #critlib

A YEAR AGO

Q5.6 - It's also being willing to purchase hardware with library funds if necessary to support patron needs. #critlib

A YEAR AGO

Q5.7 - It's being willing to advocate on behalf of patrons when talking w/vendors of systems that aren't accessible. Say databases. #critlib

A YEAR AGO
Q5.8 - Or pushing for awareness at the level of adjusting procurement processes within, in our case, the campus. #critlib

A YEAR AGO

Q5.9 - It means educating ourselves, joining accessibility listservs, paying attention to legislation & high profile court cases. #critlib

A YEAR AGO

Q5.10 - It can also mean paying attention to the physical space of the library, and looking at how it might need to be modded. #critlib

A YEAR AGO

Q5.11 - It means providing a mechanism for input to patrons, to comment on your library's relative successes/failures. #critlib

A YEAR AGO

Q5.12 - It means broadening awareness of what "disability" means & the quiet subtle ways that can ripple through service models. #critlib

A YEAR AGO

Q5.13 - It can mean pursuing strength in numbers when trying to influence vendors to put greater emphasis on accessible products. #critlib
Q5.14 - It means realize we won't be perfect but try to pursue alternative accommodations in less-than-ideal situations. #critlib

A YEAR AGO

Q5.15 - Anyhow. Tons of hurdles to improvement. But vocal, good faith effort & incremental approach can mean a lot to people. #critlib

A YEAR AGO

Late to #critlib & want to share a great #oa article that's pro-universal design while critical of related rhetoric dsq-sds.org/article/view/4...

A YEAR AGO

"Critical" here = "argues that checklist universal design can erase those with disabilities, who need equitable access /accomodtns" #critlib

A YEAR AGO

Catching up on #critlib with a box of Nerds and a glass of wine. Sad to miss @schomj ’s discussion but happy to read it now😊

A YEAR AGO

@schomj A4 I think about this more & more as my husband has had T1 diabetes related vision complications this past yr. #critlib

A YEAR AGO
@schomj A4 Made me realize how visual a lot of both of our work is and how it could be modified #critlib

V. Arellano Douglas @arellanover
A4 Also had to withdraw from a search because of poor healthcare options. Spouse w/T1 diabetes and kid w/kidney issues. #critlib