#critlib 9/5/17 chat: The Weight and Worth of Professionalism

moderated by @TheGnarrator

A bit on the repeal of DACA in advance of the chat:

Carrie Wade  
@TheGnarrator

So I'll be moderating a #critlib chat tomorrow! We'll be breaking down the concept of "professionalism." Bring your best gifs! twitter.com/violetbfox/sta...

robin margolis  
@poeticdoxa

@TheGnarrator Professionalism in practice is often privileging ppl who can have a normal day during a disaster. E.G. #critlib on the day DACA likely ends

robin margolis  
@poeticdoxa

@TheGnarrator This is a great topic, is there any chance to reschedule given the many feelings, trauma, support, organizing many will be doing? #critlib

Carrie Wade  
@TheGnarrator

@poeticdoxa I understand, and I totally want to validate your point because I think it is important. However, we had no way of predicting (1)
Carrie Wade
@TheGnarrator

@poeticdoxa that this chat would coincide with the possible repeal of DACA. I’m also conflicted, because of the bleakness that is 2017, there isn’t (2)

6 MONTHS AGO

Carrie Wade
@TheGnarrator

@poeticdoxa ever going to be a "good time" to do this as the current us situation is one that just seems to get increasingly worse (3).

6 MONTHS AGO

Carrie Wade
@TheGnarrator

@poeticdoxa I would hope that #critlib would be a platform for anyone to bring in these feelings and particularly the organizing spirit into chat (4)

6 MONTHS AGO

Introductions

Carrie Wade
@TheGnarrator

Also, #critlib classic: INTRODUCTIONS! Let the folx know about you. Don’t forget to use the hashtag!

6 MONTHS AGO

Thomas Weeks
@thombrarian

Going to try to follow #critlib tonight, but the dirty dishes are also calling my name

6 MONTHS AGO

Greg Bem
@bembrarian

Good evening, #critlib! My name is Greg, pronoun him/his, and I'm based in Seattle. Faculty librarian at @TheLWTech. Excited to be here.

6 MONTHS AGO
Virginia Lee
@VReadsBooks

Hi #critlib! I'm V, currently a library assistant at a public library and MLIS student at Pratt!

6 MONTHS AGO

Kate Deibel
@metageeky

Hi #critlib, I'm Kate, a lib tech dev from Seattle soon to be inclusion librarian at Syracuse. Not sure how "professional" I'll need to be.

6 MONTHS AGO

Lisa Hubbell
@lisahubbell

Hey #critlib I'm Lisa, an academic librarian in California.

6 MONTHS AGO

Jessica Schomberg
@schomj

Jessica, wearer of many hats at a Midwestern academic library #critlib

6 MONTHS AGO

Carrie Wade
@TheGnarrator

Hi #critlib, I'm carrie, your moderator. I am an academic librarian at-large in KCMO ("funemployed")

6 MONTHS AGO

Stephen Spong
@stephenspong

Have fun with #critlib tonight. Wish I could join but thanks to my toddler I’m off to bed with Hand, Foot, and Mouth disease (for real). 😳

6 MONTHS AGO

Jennifer Vinopal
@jvinopal

I'm Jennifer. Recently moved to @OSULibrary #critlib

6 MONTHS AGO
Hey #critlib! Veronica, acad lib in MD, currently on sabbatical in Houston. Wine in hand and ready.

Max Bowman
@maxgbowman

@ #critlib academic librarian in Virginia.

Anastasia
@chiuchiutrain

Hi #critlib! Will prob be in and out tonight. I'm Anastasia, academic librarian in NY

Thomas Weeks
@thombrarian

Hey all, I am Thomas, instruction librarian in Georgia #critlib

Laura Braunstein
@laurabrarian

Hi #critlib, I'm Laura, academic & #DH librarian in the north. Mostly lurking & listening tonight. Been a long day.

Kayla
@Lavenderbrarian

Hi #critlib MLIS student, Acquisitions/E-Resources staff in Boston.

Abigail Phillips
@abigailleigh

Hi #critlib, I'm Abby, a Postdoctoral Fellow at Utah State University. Former public librarian!
Hey all! I'm Kelly and I am a new(ish) public librarian near Toronto. #critlib

Hi #critlib, academic librarian in GA popping in for Q1..

Ack late to #critlib! Hi everyone, I'm Maura, college library director in Brooklyn.

Hi everyone- Maureen, architecture librarian in Chicago. very interested in tonight's discussion for #critlib

Hi #critlib I'm an academic instruction librarian in Oklahoma. Probably quietly following tonight and participating as I put my kids to bed.

I'm an academic librarian in Brooklyn! Probably spending the rest of my life on this F train! #critlib
Q1. What is the culture of professionalism in your workplace? In your area of librarianship?

Respect and ideals:

Virginia Lee @VReadsBooks

#critlib Where I work, "being professional" basically means treating all our patrons with respect, kindness and understanding.

Jennifer Vinopal @jvinopal

#critlib A1: but if I have to talk about professionalism I focus on behaviors that promote respect, engagement, empathy.

Anastasia @chiuchiutrain

@jvinopal I will be the annoying person asking you to unpack the word "respect." Respect as in recognize as human? As in recognize as authoritative?
@chiuchiutrain Not annoying at all. What do I mean, hmmm. I think behavior that recognizes humanity of others and cares about that? #critlib

Abigail Phillips
@abigailleigh

A1 professionalism is treating colleagues and students with respect, conducting research thoughtfully & responsibly. #critlib

Lisa Hubbell
@lisahubbell

A1. Organizational culture very much in support of academic programs, students bringing who they are into their coursework. #critlib

Lisa Hinchliffe
@lisalibrarian

A1. I'm happy to be able to say that this is mostly articulated as "doing your job competently" at MPOW. #critlib twitter.com/TheGnarrator/s...

Patricia Hswe
@pmhswe

A1. Respect for different viewpoints and frank opinions, expressed in spirit of helping colleagues, not discouraging them. #critlib twitter.com/TheGnarrator/s...

Patricia Hswe
@pmhswe

A1: Also, curiosity, questions & weighing in are appreciated. Colleagues at MPOW want to know as many sides of issue as possible. #critlib

Flexibility:
Virginia Lee
@VReadsBooks

#critlib With other employees, however, we're all very laid-back: we talk about our lives, share funny stories and things we find online, et

6 MONTHS AGO

Virginia Lee
@VReadsBooks

#critlib It's a great environment to work in because I think it hits that nice balance between being professional and being myself.

6 MONTHS AGO

Virginia Lee
@VReadsBooks

#critlib I’d wager that it's much the same for other library assistants, but I suppose that would depend on supervisors, coworkers, etc.

6 MONTHS AGO

Expectations to be busy:

V. Arellano Douglas
@arellanover

A1. Culture of prof at my college is all about BEING THE BUSIEST OMG. It's emotionally exhausting. #critlib

6 MONTHS AGO

Greg Bem
@bembrarian

@arellanover This resonates with me. If you're not ambitious, you must not be passionate as others, is how I sometimes feel. #critlib

6 MONTHS AGO

V. Arellano Douglas
@arellanover

@bembrarian A1 Professionalism sometimes feels like performance art. "I am the most willing to give of myself until there is nothing left." #critlib

6 MONTHS AGO
@arellanover Seems like this could lead to a lot of abuse systemically. Also can exploit a lot of people who are struggling, suffering, etc. #critlib

6 MONTHS AGO

V. Arellano Douglas
@arellanover

@bembrarian It makes saying no when you're in a vulnerable situation very scary. #critlib

6 MONTHS AGO

angela
@LibrarianAngie

@arellanover Some of us have pushed back heavily against that cult of being busy at MPOW, & we've made some big improvements #critlib

6 MONTHS AGO

Jennifer Vinopal
@jvinopal

@LibrarianAngie @arellanover Oh so it's the performance of “professionalism” through looking busy. Ugh what a waste of time and mental energy #critlib

6 MONTHS AGO

Virginia Lee
@VReadsBooks

#critlib I’m more reserved when my director’s around and try to look busy (even when there’s not much to do) - I guess that’s part of it?

6 MONTHS AGO

Greg Bem
@bembrarian

@jvinopal @LibrarianAngie @arellanover I wonder if everyone is looking busy, how much real work isn’t getting done, like community building. Also mindless #competition? #critlib

6 MONTHS AGO
angela @LibrarianAngie

@jvinopal @bembrarian @arellanover 1000% agree. Also likely to lead to burnout and/or high turnover rates, which is also really bad for the institution. #critlib

6 MONTHS AGO

Abigail Phillips @abigailleigh

@jvinopal @bembrarian @LibrarianAngie @arellanover Busyness is a status symbol (or seems that way among academics). If you're always busy & stressed, you must be important/valuable. #critlib

6 MONTHS AGO

Greg Bern @bembrarian

@abigailleigh @jvinopal @LibrarianAngie @arellanover And also you must not have any other shit going on, which makes you look better. #critlib

6 MONTHS AGO

Institutional loyalty:

Carrie Wade @TheGnarrator

I've been in several POW where the attitude towards professionalism is one oriented around loyalty to institution/system #critlib

6 MONTHS AGO

Greg Bern @bembrarian

@TheGnarrator Definitely. I often feel subtext is "If you're not for us 110%, you're not deserving of our time, energy, attention" from peers. #critlib

6 MONTHS AGO

Unspoken expectations:
A1a. Professionalism in my workplace is acknowledged but self-determined--maybe more so than any place I've worked prior. #critlib twitter.com/TheGnarrator/s...

6 MONTHS AGO

A1 #critlib I honestly have no idea, I've been here like 3 months and navigating new cultural norms, esp surfacing unspoken ones is hard.

6 MONTHS AGO

#critlib A1: AFAIK we don't have a statement or policy. I'm still pretty new at the job and don't know all cultural norms/policy docs.

6 MONTHS AGO

Actually, can we get some consensus or interpretations on what "professionalism" means? #critlib

6 MONTHS AGO

A1b. In academic librarianship, it's a different ballgame, and I'm honestly mostly unaware or lazy when it comes to prof. norms. #critlib

6 MONTHS AGO

A1 Within my lib I'd say it's more about being "student-centered" but not sure we all agree on what that means. #critlib

6 MONTHS AGO
Max Bowman
@maxgbowman

A1 For me, in my area of librarianship it's easier to identify what the culture isn't as opposed to what it is. Impenetrable, maybe #critlib

6 MONTHS AGO

V. Arellano Douglas
@arellanover

A1 I've been in acad libs for 10 yrs & am still not sure what professionalism looks like in our field. It's so inst specific #critlib

6 MONTHS AGO

Maura Smale
@mauraweb

That's my experience too, interesting to see the differences even between similar colleges in my very geographically clustered uni. #critlib twitter.com/arellanover/st...

6 MONTHS AGO

Greg Bem
@bembrarian

Maybe "professionalism" in librarianship means "acting like a librarian." And so a floodgate for stereotypes?? #critlib twitter.com/metageeky/stat...

6 MONTHS AGO

Stephanie
@sfabba

@bembrarian And people can be left out of social circles/cliques in some POW if they aren't "librarian™" enough. (*quirky/hipster/cool/etc). + #critlib

6 MONTHS AGO

Kate Deibel
@metageeky

@sfabba @bembrarian I feel this at times due to my disinterest in drinking. #critlib

6 MONTHS AGO
@sfabba @bembrarian I've seen this happen at conferences where non-MLIS librarians are excluded from stuff #critlib

6 MONTHS AGO

Maureen
@librarymaureen

Not having explicit policy/definition of professionalism is purposely creating gray areas that can later be used in the orgs favor #critlib

6 MONTHS AGO

Expectations for behavior, limits on expression:

Anonymous Critlib
@CritLib_anon

My workplace views professionalism as dressing a certain way, acting fake toward faculty, etc it's draining #critlib

6 MONTHS AGO

Greg Bem
@bembrarian

@CritLib_anon Curious about what "acting fake" means! #critlib

6 MONTHS AGO

Kate Deibel
@metageeky

I think of dress, deportment attitude, work ethic, etc. but largely the first two. #critlib

6 MONTHS AGO

Jessica Schomberg
@schomj

A1. Everyone has their own ideas about it. The concept is often used to avoid empathy. #critlib
twitter.com/TheGnarrator/s...

6 MONTHS AGO
@schomj YASSSS #critlib pic.twitter.com/9CQpBWN6x9

V. ARELLANO DOUGLAS @ARELLANOVER - 6 MONTHS AGO

Abigail Phillips
@abigailleigh

@schomj There's something almost emotionally negating about the word professionalism which would limit the ability to be being empathetic. #critlib

6 MONTHS AGO

Greg Bem
@bembrarian

This. #critlib twitter.com/abigailleigh/s...

6 MONTHS AGO

Kelly Thoreson
@klthoreson

A1. Culture of professionalism at my library is one of no complaints. I feel like it often also means no constructive feedback. #critlib

6 MONTHS AGO
Carrie Wade
@TheGnarrator
A1: I’ve also been places where it’s been some kind of code for engaging with others—don’t talk too much about personal life, etc. #critlib

Anonymous Critlib
@CritLib_anon
A1. At my library, "professionalism" seems to mean never letting people know you’re unhappy or have negative thoughts. #critlib

Greg Bem
@bembrarian
@CritLib_anon Expressing negativity as perhaps showing signs of weakness? #critlib

Jennifer Vinopal
@jvinopal
#critlib Ugh some of these “definitions” (via policy or cultural norms) are oppressive. I’m so sorry to hear that.

Kate Deibel
@metageeky
@jvinopal Agreed. It’s a flavor of this discussion that I had not considered. #critlib

Lisa Hubbell
@lisahubbell
A1. It takes some emotional labor to find between being encouraging, expressive and setting "appropriate" limits. #critlib
Anonymous Critlib
@CritLib_anon

#critlib A2 certain topics r preferred not to be discussed openly w/in my organization even when the rest of the library world talk about it

6 MONTHS AGO

Professional vs. paraprofessional:

Max Bowman
@maxgbowman

A1 cont. Important to note that I have spent many of my 18 yrs in academic libraries being referred to as a paraprofessional #critlib

6 MONTHS AGO

Greg Bem
@bembrarian

@maxgbowman Oh gosh. That term and the worldview it represents. #cringe #critlib

6 MONTHS AGO

Laura Braunstein
@laurabrarian

A1 yes, sometimes often? It’s a matter of degrees - what qualifies a professional librarian vs a paraprofessional or support staff #critlib twitter.com/maxgbowman/sta...
@bembrarian @maxgbowman Yeah, the concept of "paraprofessionalism" in libraries really irks me. #critlib pic.twitter.com/1YEdl5pmQo

Twitter: CARRIE WADE  @THEGNARRATOR · 6 MONTHS AGO

Kate Deibel
@metageeky

@bembrarian @maxgbowman Absolutely. At best, I can interpret it as you always wear a parachute because your job might be kicked off the plane at any moment #critlib

Twitter: 6 MONTHS AGO

Max Bowman
@maxgbowman

@TheGnarrator @bembrarian & then to step into a 'professional' role after all of those years, feels like I see many things differently than my colleagues #critlib

Twitter: 6 MONTHS AGO

Greg Bem
@bembrarian

@TheGnarrator @maxgbowman I def try to hold up the "paraprofessionals" at my library and treat them on a horizontal level regardless of knowledge diffs. #critlib

Twitter: 6 MONTHS AGO

**Dress codes (defined or internalized):**
Kate Deibel
@metageeky

A1 I work currently in our IT services as a dev. Not much in expectations on dress code 99% of the time. Attitude is casual too. #critlib

Kelly Thoreson
@klthoreson

A1. I also feel like professionalism as far as dress is v casual at the branch level, but hyper femme at the leadership level. #critlib

Anastasia
@chiuchiutrain

A1 Generally in cat/metadata/tech services, it seems like jeans/khakis and tees show up more than when I was in pub services? #critlib

Greg Bem
@bembrarian

@chiuchiutrain So interesting. I justify some "dressing down" to "connect with the people." I wonder if administration considers that bullshit. #critlib

Kelly Thoreson
@klthoreson

A1. I definitely dress differently or am conscious of what I am wearing when I know higher-ups will be around. #critlib

Kate Deibel
@metageeky

I'll admit clothing/deportment worries me due to my new job. New location, new role, new culture. I hail from Seattle tech culture. #critlib
Jennifer Vinopal
@jvinopal

#critlib My own way of dealing with clothes “professionalism” is to wear suit-like pants, jacket every day. I dress like a man w/out a tie.

6 MONTHS AGO

Jennifer Vinopal
@jvinopal

#critlib Everyone gets the same “professional” “me” - I have 5+ of the same black jacket. Few decisions getting dressed.

6 MONTHS AGO

Anonymous Critlib
@CritLib_anon

#critlib at mpow our dress code is defined as business casual and we are all given a handout at orientation about acceptable clothing

6 MONTHS AGO

V. Arellano Douglas
@arellanover

@CritLib_anon ugh ugh ugh ugh #critlib

6 MONTHS AGO

angela
@LibrarianAngie

A1 As far as attire, I generally wear jeans to work. #critlib

6 MONTHS AGO

Virginia Lee
@VReadsBooks

@LibrarianAngie We're not allowed to do that - the pages can, but everyone else has to less casual. I think it's a bit silly #critlib

6 MONTHS AGO
Q2. How do definitions of professionalism differ from the democratic and social values advocated by librarianship?

Disabilities:

Kate Deibel @metageeky
I suspect that I many a theses could be written about the tensions between disability and professionalism in any field. #critlib
Defying stereotypes:

Greg @bembrarian

A2. I definitely do not play the "quiet librarian behind the desk" role ingrained in society. Be friendly. Be loud. Communicate. #critlib twitter.com/TheGnarrator/s...

Carrie Wade @TheGnarrator

A2: I think when you buck "librarian stereotypes" people can see you as "being unprofessional" #critlib
@TheGnarrator Curious about the pros of looking unprofessional in this context. #critlib

Be civil, be quiet, be nice, be gentle and genteel...and be white, middle class with no noticeable disabilities while you're at it #critlib twitter.com/TheGnarrator/s...

Yes. A sad and depressing yes. #critlib twitter.com/schomj/status/...

@schomj unfortunately sometimes those invisible disabilities become very loud & obvious. Then you're unprofessional & a problem to hide. #critlib

Yes! We are trying to bring in diverse students when most of our full time front facing staff aren’t all that diverse. #critlib twitter.com/schomj/status/...

@schomj And if you are going to be queer somehow, let it fall under proper queerness channels #critlib
So much this. I swear sometimes I try to be more visibly subversively queer just as big FU to this pseudo queer acceptance in libs #critlib twitter.com/metageeky/stat...

@jvinopal Right, but then what kind of privilege does one have to have in order to do that, big middle finger to the establishment? #critlib

@jvinopal Also the responsibility of having the privilege: for whom do we raise that middle finger and how to do it to make positive change #critlib

@jvinopal @mchris4duke UNIONIZE. #critlib

UNION LIBRARY WORKERS #critlib unionlibraryworkers.blogspot.com

@jvinopal @mchris4duke A lot. I've taken a lot of fire for being open about having depression. But as I can gain more job stability, I keep it up. #critlib

Power relations:
A2. Professionalism has an inherent hierarchy, yeah? So there'll always be tension with egalitarian social values #critlib twitter.com/TheGnarrator/s...

6 MONTHS AGO

A2 exactly. Professionalism is on one level a set of coded behaviors in an organization: who belongs, who doesn’t #critlib twitter.com/schomj/status/

6 MONTHS AGO

A2. "Professionalism" presents challenges in explicitly calling out white supremacy librarianship often upholds. #critlib

6 MONTHS AGO

Late to #critlib, sitting on a delayed train! Professionalism gets higher salaries for some workers, produces inequality for others. 👍🏼👏🏼👏🏼👏🏼

6 MONTHS AGO

Unspoken norms:

A2 #critlib I think it’s where the UNspoken norms are that I hit the differing values. Like @Fobettarh says, there’re often unspoken caveats

6 MONTHS AGO

A2 Always feels like there’s this hidden culture at every workplace I’ve been in, where some nebulous character trait is valued. #critlib

6 MONTHS AGO
Laura Braunstein
@laurabrarian

@maxgbowman Right & that can mask the potentially discriminatory framework of "cultural/institutional fit" #critlib

Max Bowman
@maxgbowman

A2 & I’ve only recently decided to stop trying to figure it out, & instead focus on my strengths, & build from there. #critlib

Abigail Phillips
@abigailleigh

A2 Professionalism seems oddly codified but subjective. #critlib

Anastasia
@chiuchiutrain

A3 I think it creates loopholes in espoused values. It allows for those unspoken caveats like "unless your truth is uncomfortable" #critlib

Inclusion and exclusion:

Anastasia
@chiuchiutrain

A1 #critlib Anecdotally, how inclusion can be built into workplaces and services seems less talked about amongst catalogers I know

Lisa Hinchliffe
@lisalibrarian

Lisa, infolit lib+advisor to many LIS students at UIUC. Also, late to #critlib. Extremely worried how "not professional" is used to exclude.
V. Arellano Douglas
@arellanover
A2 "Professionalism" sets up an ingroup outgroup situation. You are either "professional" or you
are not. But who decides? #critlib

Kate Deibel
@metageeky
@arellanover The professionals, of course. #critlib

Gender expectations:

Maureen
@librarymaureen
IMO women that are called unprofessional in the workplace are often just not performing
femininity to the expected extent #critlib

Corporate norms:

Lisa Hubbell
@lisahubbell
A2. I think many definitions/expectations of professionalism come from corporate world, carry
into mgmt in other sectors. #critlib

Carrie Wade
@TheGnarrator
Things like "being a team player" and "dressing for success" and a million other platitudines
#critlib twitter.com/lisahubbell/st...

Lisa Hinchliffe
@lisalibrarian
@TheGnarrator Often it seems these only come into play to criticize. Done instead of providing
clear direction on goals + performance feedback? #critlib
Q3. What are ways that professionalism is oppressive?

Carrie Wade
@TheGnarrator

Q3. What are ways that professionalism is oppressive? #critlib (we've already covered this some, but let's dig deeper)

6 MONTHS AGO

Oppressive?

Virginia Lee
@VReadsBooks

A3 #critlib I think oppressive is a... strong word for something like professionalism, but looking at your answers I can see where you're coming from

6 MONTHS AGO

Virginia Lee
@VReadsBooks

Could be I just don't have enough experience to really say #critlib

6 MONTHS AGO

Whiteness:

V. Arellano Douglas
@arellanover

A2 Piggybacking on @abigaillegeh: B/c professionalism is subjective it makes it easier to create very white libraries #critlib

6 MONTHS AGO

@abigaillegeh Ack, I mean A3! Also I've seen professionalism dictate civility discourse at its worst. #critlib

6 MONTHS AGO
@arellanover #critlib there is lots of inequality/racism defining professional dress or hairstyles: who decides & based on what culture's parameters?

6 MONTHS AGO

Q3. Professionalism is often code for male, white, straight- and cis-presenting, able. Keeps ppl who don’t fit these categories 👎 #critlib

6 MONTHS AGO

@k_swickard @arellanover Thankfully live in Seattle and see all manner of styles; but have been within 2 hours where it’s homogeneous, sterilized, white. #critlib

6 MONTHS AGO

Sameness:

A3 Whatever professionalism is, whatever def you adhere to, it always values sameness. It values policy. It values rules. #critlib

6 MONTHS AGO

Q3 Used as a cudgel against those who don’t neatly fit into dominant culture or call it into question. #critlib

6 MONTHS AGO

@maxgbowman Can there be an "anti-professionalism" that values difference and uniqueness and equity? #critlib

6 MONTHS AGO
Max Bowman
@maxgbowman
A3 There is a price to pay, even if it's just exhaustion, from performing professionalism in a way that is outside your org's norm #critlib

6 MONTHS AGO

Laura Braunstein
@laurabrarian
A3 yes: conformity to dominant professional culture. Devalues change and progress. #critlib twitter.com/maxgbowman/sta...

6 MONTHS AGO

Lisa Hubbell
@lisahubbell
@maxgbowman A3. Often. But I've worked in places that value policy & still encourage staff to be themselves. Driven by mission more than rules. #critlib

6 MONTHS AGO

angry straponette 🦝
@brinepond
Hot take: "professionalism" is more often than not used as a cudgel to stifle the marginalized #critlib

6 MONTHS AGO

"Professional" masks "worker"

Emily Drabinski
@edrabinski
Sometimes "professional" masks "worker," which can make labor organizing harder. #critlib twitter.com/thegnarrator/s...

6 MONTHS AGO

V. Arellano Douglas
@arellanover
@edrabinski A3 Yes! The idea that a "professional" is more than just a "mere laborer/worker" is used to wring us dry #critlib

6 MONTHS AGO
@edrabinski A3 It's the whole "we do it bc we love it" bullshit. It's a profession! It should mean more to you than just a paycheck! #critlib

6 MONTHS AGO

@edrabinski A3 ...well yeah, but that paycheck also helps me eat/pay med bills/live #critlib

6 MONTHS AGO

### Physical and emotional performance:

Jessica Schomberg
@schomnj

A3. Does your library expect employees to be physically present, clean smelling, smiling, from early morning to night? #critlib twitter.com/TheGnarrator/s...

6 MONTHS AGO

Virginia Lee
@VReadsBooks

@schomnj I don’t think the first two are asking too much. Smiling the whole time is just unrealistic #critlib

6 MONTHS AGO

Jessica Schomberg
@schomnj

A3. Does your library expect passion, enthusiasm, constant positive engagement, travel, unpaid research/writing? #critlib

6 MONTHS AGO

Jessica Schomberg
@schomnj

A3. Will your library support you when you try to do All The Things, burn out, hey depression!, and can't produce like you used to? #critlib

6 MONTHS AGO
Jessica Schomberg
@schomj

A3. Or will your coworkers start saying that you’re incompetent and unpleasant and use that to force you out? #critlib

6 MONTHS AGO

@schomj if your library won’t then the admin above them definitely won’t #critlib
pic.twitter.com/95N68jtK9H

CARRIE WADE @THEGNARRATOR · 6 MONTHS AGO

Jessica Schomberg
@schomj

A3. I’ve been through this (have rebounded from the worst but there was a worst). Unions > professionalism any day #critlib

6 MONTHS AGO

Privilege of knowing and/or breaking the rules:

Greg Bem @bembrarian

A3. What is the literacy of professionalism? What’s the language? Do you know it automatically? Thinking about privilege. #critlib twitter.com/TheGnarrator/s...

6 MONTHS AGO
Anastasia
@chiuchiutrain

Root of why the "buck the stereotype" trend bugs me. Who can afford the privilege of "being unprofessional?" Not most libs of color #critlib twitter.com/TheGnarrator/s...

6 MONTHS AGO

Lisa Hubbell
@lisahubbell

@chiuchiutrain It has been on my mind that knowing the rules and norms, and bending them, are privileges. #critlib

6 MONTHS AGO

V. Arellano Douglas
@arellanover

@bembrarian A3 I feel this. There is so much that feels foreign if you are not white, middle to upper middle class. #critlib

6 MONTHS AGO

Greg Bem
@bembrarian

@arellanover Another hurdle, another wall to climb over for POC. One that I wish I could identify better and respond to more directly. #critlib

6 MONTHS AGO

Abigail Phillips
@abigailleigh

A3 It's almost as if you must know what it means to be professional before you even enter "the profession". How do you learn? #critlib

6 MONTHS AGO

Greg Bem
@bembrarian

@abigailleigh Movies. Shows. Parents. Public and private school. Trickle, trickle, trickle. #critlib

6 MONTHS AGO
Laura Braunstein
@laurabrarian

@bembrarian A3 some are "professionally literate" & privileged to navigate org culture; many aren't & we fail them, lose their contributions #critlib

6 MONTHS AGO

Dressing the part:

Lisa Hubbell
@lisahubbell

A3. Pressure to "dress for the job you want" isn't tenable w/o salary that supports it. Hard on job seekers, PT workers. #critlib

6 MONTHS AGO

Matt Upson
@thunderbrarian

A3 I've seen a lot of "they don't dress professionally" as a lead-in for criticism about someone's lack of drive or goals #critlib

6 MONTHS AGO

"Quirky" label:

Lisa Hinchliffe
@lisalibrarian

@TheGnarrator a twist on this ... when the non-conforming to professional is make a "mascot" like person ... the "quirky one" #critlib

6 MONTHS AGO

Laura Braunstein
@laurabrarian

right, like the Manic Pixie Dream Librarian #critlib twitter.com/lisalibrarian/...

6 MONTHS AGO

Lisa Hinchliffe
@lisalibrarian

@TheGnarrator "fetishized" is the word I couldn't think of! #critlib

6 MONTHS AGO
Laura Braunstein  
@laurabrarian
A4B amplify nonconformity. Cultivate a "yes and" attitude (from improv) w/out fetishizing or marginalizing quirkiness #critlib twitter.com/thegnarrator/s...

6 MONTHS AGO

Kelly Thoreson  
@kthoreson
@laurabrarian Yo we for real do improv workshops during staff days at my lib.

6 MONTHS AGO

Laura Braunstein  
@laurabrarian
@kthoreson yo that totally rocks please come to my library! #critlib

6 MONTHS AGO

Stephanie  
@sfabba
@kthoreson @laurabrarian Interesting! (And terrifying. Are people allowed to not do that or are they then "unprofessional" for not participating?) #critlib

6 MONTHS AGO

Kelly Thoreson  
@kthoreson
@sfabba @laurabrarian "Professional" also favours "extrovert". And not saying no. #critlib

6 MONTHS AGO

Who is included/excluded:

Maura Smale  
@mauraweb
A3 Also who gets to know what? Is information shared differently with "professionals" and "staff"? #critlib

6 MONTHS AGO
V. Arellano Douglas
@arellanover
@maraub web Ooohhh good question. In my experience this is def the case. #critlib
6 MONTHS AGO

Kelly Swickard
@k_swickard
@maraub web yes we have that problem, trying to fix it, there is definitely an "us" vs "them" #critlib
6 MONTHS AGO

Patricia Hswe
@pmhswe
@TheGnarrator A3: Who *gets* to be professional? That not everyone in an organization might not be considered "of the profession" is oppressive. #critlib
6 MONTHS AGO

Carrie Wade
@TheGnarrator
@arellanover @maraub web I have seen cases where certain people are intentionally left out of meetings. It's not something I practice though #critlib
6 MONTHS AGO

Kelly Swickard
@k_swickard
@maraub web as cataloger, work w tech srvcs staff > other librarians, often treated differently in liminal space of that, though librarian #critlib
6 MONTHS AGO

Maura Smale
@maraub web
@TheGnarrator @arellanover Yes, me too -- I try very hard to let everyone know everything (within confidentiality), try not to assume interest. #critlib
6 MONTHS AGO
@TheGnarrator @arellanover @mauraweb Ugh, the "game of meetings" is one that it seems most people play, and def reinforces hierarchies. #critlib

6 MONTHS AGO

Maura Smale
@mauraweb

My experience too, email can't be the only way to share info. #critlib
twitter.com/KGWIlkins1/sta...

6 MONTHS AGO

Literature on professionalism:

Librarian
@klmccook

Literature of "professionalism" is vast and other fields, like MLA, grapple:
mla.org/Publications/J... #critlib

6 MONTHS AGO

Emily Drabinski
@edrabinski

I wrote this about professionalism. It's a "core library value" according to ALA. #critlib
digitalcommons.liu.edu/brooklyn_libfa...

6 MONTHS AGO

Librarian
@klmccook

See how others define? Engineers: Performed for the benefit of others in an ethical manner.
ranger.uta.edu/~carroll/cse43... #critlib

6 MONTHS AGO

Kate Deibel
@metageeky

@klmccook Yeah, if only those fields actually pay attention to those professional bodies. My time in CS suggests not really. #critlib

6 MONTHS AGO
Sexism:

Co-authored with

quotation from an e-mail I recently received about the death of a colleague

She was absolutely stunned when she received the book back from the publisher with his name printed on the cover. Contending with such sexism (certainly the norm then), and rising above it, as a professional woman in several fields, is just one more example of her skill, wisdom, and grace.

This.

In 2014. We told each other. It was all part of professional behavior.

@TheGnarrator When professionalism = enculturation it is toxic. I wrote this poem after a lib listserv discussion. Still makes me angry. #critlib pic.twitter.com/0V9B8MqsBT

Talytr @TLTROUP - 6 MONTHS AGO

@TheGnarrator How many read that line about a senior colleague's "professionalism" & internalized "contesting sexism isn't professional" That's culture.

Talytr @tltroup - 6 MONTHS AGO

Lisa Hinchliffe @lisalibrarian

@tltroup @TheGnarrator this just made me physically sick to my stomach. bc, yes.

Lisa Hinchliffe @lisalibrarian - 6 MONTHS AGO
Q4. How can we cultivate acceptance of different attitudes towards professionalism/redefine professionalism to be more inclusive and accommodating of different experiences/identities?

Max Bowman
@maxgbowman

I think I feel a bit too pessimistic tonight to even attempt an answer to Q4. #critlib I'm glad others are not!

6 MONTHS AGO

Inclusion:

Kate Deibel
@metageeky

A4 My new job is about addressing inclusion in the library. While my focus will be mostly on accessibility and patron access, I... #critlib

6 MONTHS AGO

Kate Deibel
@metageeky

I intend to dedicate some time to inclusion among library staff because we count too #critlib

6 MONTHS AGO

V. Arellano Douglas
@arellanover

A4 Dedicating time to come to a SHARED agreement of workplace responsibilities and values. Including everyone, not just libs #critlib

6 MONTHS AGO

Kelly Swickard
@k_swickard

@arellanover amen to this, SHARED & COMMUNICATED not just implied that some staff person will do it, all parts of the library are important #critlib

6 MONTHS AGO

Define and push back on "professionalism":

Greg Bem @bembrarian

A4A: Maybe if professionalism is talked about, differences are acknowledged, equity principles reinforced within/outside department #critlib twitter.com/TheGnarrator/s...

Jennifer Vinopal @jvinopal

A4 Those of us who can do so should push back/probe when we hear talk abt “professionalism.” Ask: what specifically do you mean? #critlib

Kate Deibel @metageeky

I ask my peers to definitely remind me about this. I'm being empowered to ask that question and push back. Help me do it. #critlib twitter.com/jvinopal/status...

Jennifer Vinopal @jvinopal

I'm working on techniques for calling people in on all sorts of stuff. & reminding how certain concepts used against ppl #critlib +

Jennifer Vinopal @jvinopal

For example: critiquing tone of voice = tone policing. #critlib

Virginia Lee @VReadsBooks

A4 #critlib Maybe talk to people in the community? See what they're like and get their perspective on what professional means, y'know?

6 MONTHS AGO
Greg Bem @bembrarian

@VReadsBooks I wonder how many folks in the community would respond with white librarian stereotypes, but it's totally worth a shot! #critlib

Virginia Lee @VReadsBooks

@bembrarian True, especially if every other "professional" standard in the community adheres to those as well! #critlib

Abigail Phillips @abigailleigh

A: Early in my career I had no idea what professionalism meant. Not talked about at home. I learned through failing to be the norm. #critlib

Patricia Hswe @pmhswe

A4: Be flexible w/ definition of professionalism, which should entail thinking critically abt it & understanding it's problematic. #critlib twitter.com/TheGnarrator/s...

Max Bowman @maxgbowman

You know what I think... I think insecurity is toxic. If your professionalism is different from mine (& I bet it is), that's okay! #critlib

Paul Jewell @pdljewell

A4 Librarians aren’t amateurs: just show clients/citizens you know your stuff-double prizes if you end up being called professional #critlib

Define and push back on "unprofessional":
Anastasia
@chiuchiutrain

A4 I'm stuck @ "interrogate yourself when you think unprofessional," am bad at teaching others. Interested in what others do #critlib

6 MONTHS AGO

Jennifer Vinopal
@jvinopal

@chiuchiutrain Do you mean when you think “unprofessional” of others? #critlib

6 MONTHS AGO

Jennifer Vinopal
@jvinopal

@chiuchiutrain Like, question yourself about why you jumped to that conclusion? #critlib

6 MONTHS AGO

Jennifer Vinopal
@jvinopal

@chiuchiutrain If so, agree. Try to stop myself when I think all kinds of things & wonder: what was tt *really* about? What bias made me say that? #critlib

6 MONTHS AGO

Acceptance:

Jessica Schomberg
@schornj

A4a. Relax. Stop trying to control everything and everyone. #critlib
twitter.com/TheGnarrator/s...

6 MONTHS AGO
@schomj Are you implying that we are PEOPLE?!?!? WWHHHAHAAT? #critlib #pandexpressions pic.twitter.com/h5A9DQeOtQ

V. ARELLANO DOUGLAS @ARELLANOVER · 6 MONTHS AGO

Carrie Wade
@TheGnarrator

@schomj But how do we promote this to non-librarians/ignorant admins we have to work with and answer to? #critlib

6 MONTHS AGO

Jessica Schomberg
@schomj

@TheGnarrator You can't control admins/other librarians. But being unionized provides more bargaining power to reach shares expectations #critlib

6 MONTHS AGO

Valuing differences:

robin margolis
@poeticdoxa

A4: part of transforming professional to me is institutions approaching inclusion by valuing diverse work experience 1 #critlib

6 MONTHS AGO
Q5. How do you represent yourself authentically in the workplace or as a job seeker while navigating organizational expectations?

Communication, openness, being oneself:

A5. I try to be kind, empathetic, sympathetic. But also curious. And critical with open lines of communication, friendliness. #critlib twitter.com/TheGnarrator/s...
Patricia Hswe
@pmhswe

A5: Not sure I know, except that I try to be true to myself & my values & proceed from there. TBH, length of time in a place helps. #critlib twitter.com/TheGnarrator/s...

6 MONTHS AGO

Max Bowman
@maxgbowman

Q5 There is a significant amount of privilege in this answer, bc I've only sought jobs while already employed, but as person who, #critlib

6 MONTHS AGO

Max Bowman
@maxgbowman

Identifies as queer & gender non-conforming, I’ve just stopped apologizing. Because what I was apologizing for was my existence. #critlib

6 MONTHS AGO

Max Bowman
@maxgbowman

I'd always gone into interviews/jobs feeling like a burden (sometimes still do), but I try hard to view the knowledge that I bring #critlib

6 MONTHS AGO

Max Bowman
@maxgbowman

as an asset. If for no other reason than being visible to our larger campus community. #critlib

6 MONTHS AGO

Dressing for job interviews:

Kate Deibel
@metageeky

A5 All that I can think of is how much time I spent figuring out an interview outfit... I even went SHOE SHOPPING!!! #critlib

6 MONTHS AGO
Kate Deibel
@metageeky

One can debate how much of that is dress expectations for librarians/job candidates and gender role expectations with clothes #critlib

6 MONTHS AGO

Abigail Phillips
@abigailleigh

@metageeky I once had a colleague and good friend criticize my interview outfit for being "unprofessional". Wait, what? #critlib

6 MONTHS AGO

Greg ☘️ Bem ☘️
@bembrarian

@abigailleigh @metageeky I'm curious what was unprofessional about it. One time I wore red shoes (OXFORDS, but the color of blood) and I think I was judged. #critlib

6 MONTHS AGO

Abigail Phillips
@abigailleigh

@bembrarian @metageeky Her idea of professional dress is very blazer, dress pants, blouse. That's not me. I want to reflect who I am as much as I can. #critlib

6 MONTHS AGO

Abigail Phillips
@abigailleigh

I didn't even realize how closely professionalism and clothing/appearance were tied but wow. #critlib

6 MONTHS AGO

Patricia Hswe
@pmhswe

@metageeky Oh, the hours and hours that I have done the very same thing. It's torture. Both figuring out the outfit & shoe shopping! #critlib

6 MONTHS AGO
@TheGnarrator A5 with great difficulty, esp if you don't have $. tons of convos w LIS students re interviews on this, esp women. #critlib

6 MONTHS AGO

@TheGnarrator A5 think is especially hard applying for aclib jobs since so often there is a dinner night before. not 1 outfit but 2! #critlib

6 MONTHS AGO

@abigailleigh @bembrarian @metageeky Yes. I've usually tried to second-guess dressing for interviews in ways that could fit in whether panel was dressed up or down. #critlib

6 MONTHS AGO

@TheGnarrator A5 plus, what is it ok to wear straight off the airplane when they pick you up? breaks my heart the pain students go thru w this. #critlib

6 MONTHS AGO

@TheGnarrator I've fought w HR on this. "we cannot take them there if we want to actually RECRUIT them to our lib" #critlib

6 MONTHS AGO

@TheGnarrator Changing in the airport bathroom is a thing I have done several times. #critlib

6 MONTHS AGO

How hiring institutions treat candidates:
V. Arellano Douglas
@arellanover

A5 This is SO HARD to do when you are unemployed. Responsibility is on library to make candidates feel comfortable. #critlib

6 MONTHS AGO

Greg Bem
@bembrarian

@arellanover Maybe should revisit this conversation in another #critlib chat on hiring committees?

6 MONTHS AGO

Authenticity and pushing back as privileges:

Jessica Schomberg
@schomj

A5. As a job seeker... if you’re seeking out of want, go ahead and be you. If you’re seeking out of need, be enthusiastically fake #critlib twitter.com/TheGnarator/s...

6 MONTHS AGO

Jessica Schomberg
@schomj

A5. Authenticity is a privilege. And that sucks, but new people (esp LGBTQ+ and disabled folks) -- be careful with your self! #critlib

6 MONTHS AGO
A5. Also, feel free to ignore me. I'm not living your life #critlib pic.twitter.com/gniiHt0eCF8

JESSICA SCHOMBERG @SCHOMJ · 6 MONTHS AGO

Patricia Hswe
@pmhswe

Agreed. One way forward is to help colleagues, especially new to org, feel comfortable w/ being themselves. Foster authenticity. #critlib twitter.com/schomj/status/...

6 MONTHS AGO

Jennifer Vinopal
@jvinopal

A5 So much of this is wrapped up with privilege: who has privilege to push back, to question cultural norms? #critlib

6 MONTHS AGO

Carrie Wade
@TheGnarrator

@jvinopal This is a really difficult thing--when you push back against norms you can be seen as "unprofessional" but you can't break down the issues 1

6 MONTHS AGO
but you can't take on issues with professionalism without pushing against norms #critlib
ip.twitter.com/YpzU47yKyc

@THEGNARRATOR Yeah a catch-22. And it's takes privilege to also call attention to your calling out, which is a way to disarm defensive disagreement

@jvinopal

@mauraweb

@chiuchiutrain

A5 #critlib Uhhhh, #uncomfortabletruths I kinda think I don't. I interview in whitewashed ways and wait till I see $$ to shift.
V. Arellano Douglas
@arellanover
@chiuchiutrain #REALNESS #critlib

6 MONTHS AGO

Kelly Thoreson
@kthoreson

A5. Already said, but authenticity is a privilege. Those with priv should help make space for others to be authentic selves too. #critlib

6 MONTHS AGO

Abigail Phillips
@abigailleigh

@kthoreson That's very true. I realize how privileged I am even be able to attempt being authentic. #critlib

6 MONTHS AGO

Asking for help:

Lisa Hubbell
@lisahubbell

A5. I've learned a lot from asking staff across the organization how they deal w situations that are emotional labor for me. #critlib

6 MONTHS AGO

Thanks for this chat:
OK, we're past time on #critlib! I need a volunteer to storify! Also, thanks for so much great convo and gifs! Any one have any plugs? pic.twitter.com/beemeCVW1u

@CARRIE WADE @THEGNARRATOR · 6 MONTHS AGO

Patricia Hswe
@pmhswe

@TheGnarrator Many thanks for hosting tonight's #critlib chat! Really appreciated the questions and the responses.

@6 MONTHS AGO

Jennifer Vinopal
@jvinopal

@TheGnarrator Thank you for hosting! I haven’t been on #critlib since I started my new job. Looking forward to the next one.

@6 MONTHS AGO

Maura Smale
@mauraweb

Thanks for a great #critlib everyone and for awesome modding @TheGnarrator!

@6 MONTHS AGO
Kelly Thoreson
@kthoreson

Thanks for moderating great #critlib chat @TheGnarrator, and to all participants. Always get inspo from these to 🤔🤔🤔.

6 MONTHS AGO

V. Arellano Douglas
@arellanover

Thanks for a great chat tonight everyone and thanks to @TheGnarrator for moderating! #critlib

6 MONTHS AGO

Lisa Hubbell
@lisahubbell

Great #critlib tonight, thanks to @TheGnarrator for challenging questions, and to all who shared on a rather itchy topic.

6 MONTHS AGO

Kelly Thoreson
@kthoreson

@TheGnarrator Also, how PROFESSIONAL is it to thank people. #relevant #critlib (But seriously. Thank you.)

6 MONTHS AGO

Stephanie
@sfabba

Hooray for #critlib. Thanks, all.

6 MONTHS AGO

Afterthoughts:

Helene Williams
@bibliorogue

Sorry to have missed tonight’s #critlib but so glad to read through the discussion: reflects some painful reality but also support--thanks!

6 MONTHS AGO
Catching up on some #critlib chat from last night. tbh the reading & qns made me expect more about 'the profession' than 'professionalism'.

6 MONTHS AGO

UK perspective is that it does seem possible to discuss LIS-as-profession and what that means eg. for ethics (hello @ijclark). #critlib

6 MONTHS AGO