

by lisahubbell 6 months ago

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

moderated by @TheGnarrator

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## 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...](#)

 6 MONTHS AGO



**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

 6 MONTHS AGO



**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](#)

 6 MONTHS AGO



**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)

 6 MONTHS AGO



**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



**V. Arellano Douglas**  
@arellanover

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



6 MONTHS AGO



**Max Bowman**  
@maxgbowman



#critlib academic librarian in Virginia.



6 MONTHS AGO



**Anastasia**  
@chiuchiutrain

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



6 MONTHS AGO



**Thomas Weeks**  
@thombrarian

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



6 MONTHS AGO



**Laura Braunstein**  
@laurabrarian

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



6 MONTHS AGO



**Kayla**  
@Lavenderbrarian

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



6 MONTHS AGO



**Abigail Phillips**  
@abigailleigh

Hi #critlib, I'm Abby, a Postdoctoral Fellow at Utah State University. Former public librarian!



6 MONTHS AGO





**Kelly Thoreson**  
@klthoreson

Hey all! I'm Kelly and I am a new(ish) public librarian near Toronto. [#critlib](#)

 6 MONTHS AGO



**angela**  
@LibrarianAngie

Hi [#critlib](#), academic librarian in GA popping in for Q1..

 6 MONTHS AGO



**Maura Smale**  
@mauraweb

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

 6 MONTHS AGO



**Maureen**  
@librarymaureen

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

 6 MONTHS AGO



**Matt Upson**  
@thunderbrarian

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

 6 MONTHS AGO



**Emily Drabinski**  
@edrabinski

I'm an academic librarian in Brooklyn! Probably spending the rest of my life on this F train!  
[#critlib](#)

 6 MONTHS AGO



**Patricia Hswe**  
@pmhswe

Late with my intro - I'm a librarian turned program officer for a grantmaking foundation.  
[#critlib](#)

6 MONTHS AGO



**robin margolis**  
@poeticdoxa

Hi! I'm robin I'm recent MLIS grad about to make the trek from LA back to NYC with background in OH, organizing, teaching artist [#critlib](#)

6 MONTHS AGO

## 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.

6 MONTHS AGO



**Jennifer Vinopal** 🐱  
@jvinopal

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

6 MONTHS AGO



**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?

6 MONTHS AGO



Jennifer Vinopal

@jvinopal

@chiuchiutrain Not annoying at all. What do I mean, hmmm. I think behavior that recognizes humanity of others and cares about that? #critlib



6 MONTHS AGO



Abigail Phillips

@abigailleigh

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



6 MONTHS AGO



Lisa Hubbell

@lisahubbell

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



6 MONTHS AGO



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...](https://twitter.com/TheGnarrator/s...)



6 MONTHS AGO



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...](https://twitter.com/TheGnarrator/s...)



6 MONTHS AGO



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



6 MONTHS AGO

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



Greg Bem  
@bembrarian

[@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 Bem**    
@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 Bem**    
@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:



Greg Bem  
@bembrarian

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...](https://twitter.com/TheGnarrator/s...)

6 MONTHS AGO



Anastasia  
@chiuchiutrain

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



Jennifer Vinopal  
@jvinopal

[#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



Kate Deibel  
@metageeky

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

6 MONTHS AGO



Greg Bem  
@bembrarian

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



V. Arellano Douglas  
@arellanover

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...](https://twitter.com/arellanover/status/1234567890)

 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...](https://twitter.com/metageeky/status/1234567890)

 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





**Carrie Wade**  
@TheGnarrator

@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...](https://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...](https://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](#)

 6 MONTHS AGO



**Anonymous Critlib**  
@CritLib\_anon

A1. At my library, "professionalism" seems to mean never letting people know you're unhappy or have negative thoughts. [#critlib](#)

 6 MONTHS AGO




**Greg Bem**     
@bembrarian

[@CritLib\\_anon](#) Expressing negativity as perhaps showing signs of weakness? [#critlib](#)

 6 MONTHS AGO



**Jennifer Vinopal**   
@jvinopal

[#critlib](#) Ugh some of these "definitions" (via policy or cultural norms) are oppressive. I'm so sorry to hear that.

 6 MONTHS AGO



**Kate Deibel**  
@metageeky

[@jvinopal](#) Agreed. It's a flavor of this discussion that i had not considered. [#critlib](#)

 6 MONTHS AGO



**Lisa Hubbell**  
@lisahubbell

A1. It takes some emotional labor to find between being encouraging, expressive and setting "appropriate" limits. [#critlib](#)

 6 MONTHS AGO



**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...](https://twitter.com/maxgbowman/status/1234567890)



6 MONTHS AGO

@bembrarian @maxgbowman Yeah, the concept of "paraprofessionalism" in libraries really irks me.  
#critlib pic.twitter.com/1YEdl5pmQo

 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

 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

 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

 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

6 MONTHS AGO



**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

6 MONTHS AGO



**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

6 MONTHS AGO



**Greg Bem**  
@bembrarian

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

6 MONTHS AGO



**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

6 MONTHS AGO



**Kate Deibel**  
@metageeky

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

6 MONTHS AGO



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 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



**angela**  
@LibrarianAngie

@VReadsBooks Librarians at MPOW are faculty, and several of us take that to mean we should be free to dress as any other faculty... #critlib

 6 MONTHS AGO



**Greg Bem**  
@bembrarian

@LibrarianAngie @VReadsBooks Faculty is another contentious term, filled with plenty of stereotypes and gross assumptions. #critlib

 6 MONTHS AGO



**Maura Smale**  
@mauraweb

Having lots of thoughts abt attire, no dress code (libns are faculty) tho I tend to dress up some, how I'm most comfortable. #critlib

 6 MONTHS AGO



**Lisa Hubbell**  
@lisahubbell

@mauraweb Yes. I've been lucky to find work where dressing comfortably and colorfully is accepted, even valued. #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

 6 MONTHS AGO





**Virginia Lee**  
@VReadsBooks

@metageeky Invisible, visible, or both? #critlib

6 MONTHS AGO



**Kate Deibel**  
@metageeky

@VReadsBooks Yes. #critlib

6 MONTHS AGO



**Kate Deibel**  
@metageeky

@VReadsBooks But to add more. Visible disabilities are reknowned for the stigma/judgments people give them. #critlib

6 MONTHS AGO



**Kate Deibel**  
@metageeky

@VReadsBooks But invisible can creep in. A dyslexic person writes "messy" emails. My depression has me drink a lot of coke zeroes as comfort. #critlib

6 MONTHS AGO

### Defying stereotypes:



**Greg Bem**  
@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...](https://twitter.com/TheGnarrator/s...)

6 MONTHS AGO



**Carrie Wade**  
@TheGnarrator

A2: I think when you buck "librarian stereotypes" people can see you as "being unprofessional" #critlib

6 MONTHS AGO



Greg Bem  
@bembrarian

@TheGnarrator Curious about the pros of looking unprofessional in this context. #critlib

6 MONTHS AGO



Jessica Schomberg  
@schomj

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...](https://twitter.com/TheGnarrator/status/...)

6 MONTHS AGO



Greg Bem  
@bembrarian

Yes. A sad and depressing yes. #critlib [twitter.com/schomj/status/...](https://twitter.com/schomj/status/...)

6 MONTHS AGO



Abigail Phillips  
@abigailleigh

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

6 MONTHS AGO



Lauren Day  
@lcaitday

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/...](https://twitter.com/schomj/status/...)

6 MONTHS AGO



Kate Deibel  
@metageeky

@schomj And if you are going to be queer somehow, let it fall under proper queerness channels #critlib

6 MONTHS AGO




**Chris Bourg**  
@mchris4duke

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...](https://twitter.com/mchris4duke/status/1000000000000000000)

 6 MONTHS AGO



**Jennifer Vinopal**   
@jvinopal

[@mchris4duke](https://twitter.com/mchris4duke) Right, but then what kind of privilege does one have to have in order to do that, big middle finger to the establishment? #critlib

 6 MONTHS AGO



**Jennifer Vinopal**   
@jvinopal

[@mchris4duke](https://twitter.com/mchris4duke) 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

 6 MONTHS AGO



**Librarian**  
@klmccook

[@jvinopal](https://twitter.com/jvinopal) [@mchris4duke](https://twitter.com/mchris4duke) UNIONIZE #critlib

 6 MONTHS AGO



**Librarian**  
@klmccook

UNION LIBRARY WORKERS #critlib [unionlibraryworkers.blogspot.com](http://unionlibraryworkers.blogspot.com)

 6 MONTHS AGO



**Kate Deibel**  
@metageeky

[@jvinopal](https://twitter.com/jvinopal) [@mchris4duke](https://twitter.com/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

 6 MONTHS AGO

**Power relations:**



**Jessica Schomberg**  
@schomj

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



**Laura Braunstein**  
@laurabrarian

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



**Kelly Thoreson**  
@klthoreson

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

6 MONTHS AGO



**Emily Drabinski**  
@edrabinski

Late to [#critlib](#), sitting on a delayed train! Professionalism gets higher salaries for some workers, produces inequality for others. 🙌📺🙌📺

6 MONTHS AGO

## Unspoken norms:



**Anastasia**  
@chiuchiutrain

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



**Max Bowman**  
@maxgbowman

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

 6 MONTHS AGO



**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

 6 MONTHS AGO



**Abigail Phillips**  
@abigailleigh

A2 Professionalism seems oddly codified but subjective. #critlib

 6 MONTHS AGO



**Anastasia**  
@chiuchiutrain

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

 6 MONTHS AGO

### 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

 6 MONTHS AGO



**Lisa Hinchliffe**  
@lisa librarian

Lisa, infolite lib+advisor to many LIS students at UIUC. Also, late to #critlib. Extremely worried how "not professional" is used to exclude.

 6 MONTHS AGO



**V. Arellano Douglas**  
@arellanover

A2 "Professionalism" sets up an ingroup outgroup situation. You are either "professional" or you are not. But who decides? #critlib

 6 MONTHS AGO



**Kate Deibel**  
@metageeky

@arellanover The professionals, of course. #critlib

 6 MONTHS AGO

### Gender expectations:



**Maureen**  
@librarymaureen

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

 6 MONTHS AGO

### Corporate norms:



**Lisa Hubbell**  
@lisahubbell

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

 6 MONTHS AGO



**Carrie Wade**  
@TheGnarrator

Things like "being a team player" and "dressing for success" and a million other platitudes #critlib [twitter.com/lisahubbell/st...](https://twitter.com/lisahubbell/st...)

 6 MONTHS AGO



**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

 6 MONTHS AGO

### 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 lets 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 c where ur 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 [@abigailleigh](#) : B/c professionalism is subjective it makes it easier to create very white libraries [#critlib](#)

6 MONTHS AGO



**V. Arellano Douglas**  
@arellanover

[@abigailleigh](#) Ack, I mean A3! Also I've seen professionalism dictate civility discourse at its worst. [#critlib](#)

6 MONTHS AGO



**Kelly Swickard**  
@k\_swickard

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

6 MONTHS AGO



**Kelly Thoreson**  
@klthoreson

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



**Greg Bem**  
@bembrarian

@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:



**Max Bowman**  
@maxgbowman

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

6 MONTHS AGO



**Jennifer Vinopal**  
@jvinopal

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

6 MONTHS AGO



**Greg Bem**  
@bembrarian

@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...](https://twitter.com/maxgbowman/status/1234567890)

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...](https://twitter.com/thegnarrator/status/1234567890)

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



V. Arellano Douglas

@arellanover

@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



V. Arellano Douglas

@arellanover

@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

@schomj

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



6 MONTHS AGO



Virginia Lee

@VReadsBooks

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



6 MONTHS AGO



Jessica Schomberg

@schomj

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



6 MONTHS AGO



Jessica Schomberg

@schomj

A3. Will your library support you when you try to so 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](https://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...](https://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...](https://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/...](https://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...](https://twitter.com/thegnarrator/s...)

 6 MONTHS AGO



**Kelly Thoreson**  
@klthoreson

[@laurabrarian](#) Yo we for real do improv workshops during staff days at my lib.

 6 MONTHS AGO



**Laura Braunstein**  
@laurabrarian

[@klthoreson](#) yo that totally rocks please come to my library! #critlib

 6 MONTHS AGO



**Stephanie**  
@sfabba

[@klthoreson](#) [@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**  
@klthoreson

[@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

[@mauraweb](#) Ooohhh good question. In my experience this is def the case. [#critlib](#)

 6 MONTHS AGO



**Kelly Swickard**

@k\_swickard

[@mauraweb](#) 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](#) [@mauraweb](#) 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

[@mauraweb](#) as cataloger, work w tech srvc staff > other librarians, often treated differently in liminal space of that, though librarian [#critlib](#)

 6 MONTHS AGO



**Maura Smale**

@mauraweb

[@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



Greg Bem  
@bembrarian

@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...](https://twitter.com/KGWilkins1/status/1111111111)

6 MONTHS AGO

### Literature on professionalism:



Librarian  
@klmccook

Literature of "professionalism" is vast and other fields, like MLA, grapple:  
[mla.org/Publications/J...](http://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...](http://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...](http://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





**Kate Deibel**  
@metageeky

[@klmccook](#) I've had some rather depressing conversations about the ACM code of ethics.  
[#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



**talytr**  
@tltroup

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

6 MONTHS AGO



**Lisa Hinchliffe**  
@lisaibarian

[@tltroup](#) [@TheGnarrator](#) this just made me physically sick to my stomach. bc, yes.

6 MONTHS AGO

## Q4. How can we cultivate acceptance of different attitudes towards professionalism/redoefine 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

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...](#)

6 MONTHS AGO



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](#)

6 MONTHS AGO



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/statu...](#)

6 MONTHS AGO



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](#) +

6 MONTHS AGO



Jennifer Vinopal  
@jvinopal

For example: critiquing tone of voice = tone policing. [#critlib](#)

6 MONTHS AGO



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

6 MONTHS AGO



Virginia Lee  
@VReadsBooks

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

6 MONTHS AGO



Abigail Phillips  
@abigailleigh

A4 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

6 MONTHS AGO



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...](https://twitter.com/TheGnarrator/s...)

6 MONTHS AGO



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

6 MONTHS AGO



Paul Jewell  
@pdjewell

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

6 MONTHS AGO

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 it \*really\* about? What bias made me say that? #critlib

 6 MONTHS AGO

### Acceptance:



**Jessica Schomberg**  
@schomj

A4a. Relax. Stop trying to control everything and everyone. #critlib  
[twitter.com/TheGnarrator/s...](https://twitter.com/TheGnarrator/s...)

 6 MONTHS AGO

@schomj Are you implying that we are PEOPLE?!?!?!? WWHHHHAAAAAAT? #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



**robin margolis**

@poeticdoxa

A4: more places want librarians who can work w/ diverse communities, promote SJ but only if resume looks same as every other applicant #critlib



6 MONTHS AGO



**robin margolis**

@poeticdoxa

A4: ppl who can connect with new communities, practice radical empathy, bridge gaps usually won't have taken the same route 3 #critlib



6 MONTHS AGO



**Kelly Thoreson**

@klthoreson

A4. Training? I feel like more training on diversity and mental health can't hurt. would help staff understand each other better. #critlib



6 MONTHS AGO



**Paul Jewell**

@pdjewell

A4 Stretch what people expect professional library staff look/act like—unite knowledge & friendly support 4 your library community #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:



**Greg Bem**

@bembrarian

A5. I try to be kind, empathetic, sympathetic. But also curious. And critical with open lines of communication, friendliness. #critlib [twitter.com/TheGnarrator/s...](https://twitter.com/TheGnarrator/s...)



6 MONTHS AGO



**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...](https://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 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



**Lisa Hinchliffe**  
@lisalibrarian

@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



**Lisa Hinchliffe**  
@lisalibrarian

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

 6 MONTHS AGO



**Lisa Hubbell**  
@lisahubbell

@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



**Lisa Hinchliffe**  
@lisalibrarian

@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



**Lisa Hinchliffe**  
@lisalibrarian

@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



**Carrie Wade**  
@TheGnarrator

@lisalibrarian 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/TheGnarrator/s...](https://twitter.com/TheGnarrator/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/gniHt0eCF8](https://pic.twitter.com/gniHt0eCF8)

 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/...](https://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](https://twitter.com/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  
[pic.twitter.com/Ypzu47yKyc](https://pic.twitter.com/Ypzu47yKyc)

 CARRIE WADE @THEGNARRATOR · 6 MONTHS AGO

 **Jennifer Vinopal**   
@jvinopal


@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

 6 MONTHS AGO

 **Maura Smale**  
@mauraweb

A5 tried to type something similar for like 5 minutes (argh, brains), cosign 🙌 🗨️ #critlib  
[twitter.com/jvinopal/statu...](https://twitter.com/jvinopal/status...)

 6 MONTHS AGO

 **Anastasia**  
@chiuchiutrain

A5 #critlib Uhhhh, #uncomfortabletruths I kinda think I don't. I interview in whitewashed ways and wait till I see \$\$ to shift.

 6 MONTHS AGO



**V. Arellano Douglas**

@arellanover

@chiuchiutrain #REALNESS #critlib



6 MONTHS AGO



**Kelly Thoreson**

@klthoreson

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

@klthoreson 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](https://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**  
@klthoreson

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**  
@klthoreson

[@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





Andrew Preater

@preater

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



Andrew Preater

@preater

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