Archive of the July 31 2018 #critlib chat titled "responding to ALA" featuring #NoHateALA discussion, moderated by @schomj & @voxpopulare. For more info about #critlib, including past and future chats, visit http://critlib.org

Jessica Schomberg
@schomj

#critlib chat on #NoHateALA scheduled for

Tuesday, July 31
6 pm Pacific / 7 pm Mtn / 8 pm Central / 9 pm Eastern

Info here: critlib.org/responding-to-...

We will have the anonymous relay in place for anyone who can't participate publicly.

Questions will be posted by @voxpopulare

Rachel Wexelbaum
@voxpopulare

Hello everyone, and welcome to the #NoHateALA #critlib chat. @voxpopulare and @schomj are here and would like to start with introductions. Those who wish to, tell us where you're from and what type of library you work at?
Jessica Schomberg
@schomj

Jessica, mid-sized academic lib

Full disclosure: I'm an ALA Councilor. I voted for the meeting room interpretation. It was a mistake. I will be voting yes to rescind.

Meanwhile, remember that IFC is collecting feedback for a revision! docs.google.com/forms/d/e/1FAI...#critlib

Andrew K. Pace
@andrewkpace

Andrew Pace. ALA Executive Board member and I work at OCLC.  #critlib

Kevin Seeber
@kevinseeber

Hi #critlib! I'm Kevin. Academic instruction librarian in Denver. Mostly lurking while I ride the train home.
madison
@beastlibrarian

hi #critlib! i'm madison and i'm an academic librarian in seattle, WA. currently lurking from #acrilimm18 in minnesota ••• thanks to the hosts for organizing this discussion

Kate Deibel
@metageeky

hi #critlib, I'm an inclusion & accessibility librarian at Syracuse University.

Ed Garcia
@edgarica401

Ed Garcia ALA Executive Board member #critlib

Rachel Wexelbaum
@voxpopulare

Rachel, mid-sized academic library. I research, publish, and present on safe spaces in libraries #critlib

Nancy Foasberg
@nfoasberg

Hi! I'm an academic librarian in NYC. Probably mainly lurking tonight (I'm sleepy) but still looking forward to #critlib
Hi everyone, I'm Zoë. Just graduated and starting a job at an academic library next month! #critlib

Welcome @LibrarianMesha! #critlib

Hi #critlib Amelia, IT librarian from NJ

Hello Katie here- academic librarian in NJ #critlib

Hi! I work in an academic library too but in Pennsylvania! I'm excited for the #NoHateALA #critlib chat!
In addition to the IFC google doc, there's an ALA Connect discussion on the Council vote here: tinyurl.com/mtgrmdiscussion... #critlib

Remember to use the #critlib hashtag in your answers!

For those who would like the chat questions in advance, or would prefer tweeting anonymously, here is the URL for that: critlib.org #critlib

Welcome @ShhhYeah ! #critlib

Hi #critlib, I'm a library director at a public college in Brooklyn NY. 👉
Hey #critlib! I'm Ryan, a community college instruction librarian in Boise, Idaho.

Correction. this is the URL for the anonymous relay: critlib.org/anon/#critlib
twitter.com/voxpopulare/st... 

For those who would like the chat questions in advance, or would prefer tweeting anonymously, here is the URL for that: critlib.org  #critlib

#critlib I'd like ALA Councillors to say, right here and now, how they are planning to vote.
Jessica Schomberg @schomj · Aug 1, 2018
Jessica, mid-sized academic lib

Full disclosure: I'm an ALA Councilor. I voted for the meeting room interpretation. It was a mistake. I will be voting yes to rescind.

Meanwhile, remember that IFC is collecting feedback for a revision! docs.google.com/forms/d/e/1FAI... #critlib

Aman @akaur0

Thanks for your honesty! I would like to learn more about the vote from your perspective during this #NoHateALA #critlib chat.

Donna Witek @donnarosemary

Hi #critlib -- I am an academic librarian listening in through my phone next to a sleeping baby so I may not be able to contribute with tweets, but I am actively listening. I don't want my profession to protect a so-called "right" to hate other persons w/ language and activity.

APRIL @AprilHathcock

Howdy, #critlib. April from an academic library in NYC. ALA Councilor. Grateful to @schomj & @voxpopulare for organizing this chat.
Violet Fox 🐱
@violetbfox

Replies to the #critlib anonymous account will be posted at @critlib_anon. Replies will be monitored and we reserve the right to delete tweets.

Kate Deibel @metageeky · Aug 1, 2018
Correction. this is the URL for the anonymous relay: critlib.org/anon/#critlib twitter.com/voxpopulare/st...

Rachel Wexelbaum @voxpopulare
For those who would like the chat questions in advance, or would prefer tweeting anonymously, here is the URL for that: critlib.org #critlib

Tina Gross @aboutness
Hi! Cataloger here at (formerly?) mid-sized academic library in central Minnesota. #critlib

Gina Murrell @GinaMurrell1
Hi #critlib! I'm Gina, public librarian-(re)turned (to)-archivist based in the San Francisco Bay Area. ☀️🌴
Donna Witek
@donnarosemary

I am grateful you posted this link because it is not an open link. It prompts for an ALA login, which I don't think is intentional. Can this be changed so the link to the discussion works for anyone who clicks it? #NoHateALA #critlib

Rachel Wexelbaum
@voxpopulare

Lovely to meet all of you! Ready? Q1. How would you define “hate group” or “hate speech”? What do you think of SPLC’s definition of hate groups? #critlib

Jessica Schomberg
@schomj

I don't remember the vote tbh. It was part of what I thought was a lot of minor changes. Here is my stream of conscious reaction to finding out what it entailed though twitter.com/schomj/status/... #critlib

Jessica Schomberg
@schomj

So I remember a modification to the meeting room policy to make accessibility recommendations more explicit, but I don't remember any discussion at all about hate speech (following the footnotes takes you to legal threats libraries encountered trying to restrict those groups)
Hello, #critlib! My name is Bob and I'm an academic and public librarian in Portland, Oregon. I may have to lurk tonight, since I'm at the reference desk, but I'll definitely follow along!

Hello, #critlib! My name is Lali - public librarian (mostly in youth services) recently turned FT academic librarian.
I'm Amanda from Gainesville, GA. I work in an academic library and I'm an MLIS student. I extended the deadline for the Never Neutral Zine in response to ALA. I'm taking subs until 8/5. #critlib

**Never Neutral**

*a zine resisting hate groups in libraries*

Call for submissions!
- Non-fiction essays can be personal or explore larger theoretical, historical, or legal frameworks.
- Poetry, art and photography
- Word or JPEG subs preferred. Page specs are 8.5x5.5
- QUEER AND/OR PoC ARE ENCOURAGED TO SUBMIT!

**Digital copies will be emailed in early August for printing and distribution**

Email submissions to resistzines@gmail.com

DEADLINE 7/31

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[@reader1066](https://twitter.com/reader1066)

#critlib Q1 I am comfortable with @SPLC's definition of hate group. It jibes with my own thinking, but I worry that the federal government has looser definitions that could cause libraries problems.
Kate Deibel @metageeky

A1: Honestly, I'm not sure if defining hate groups or hate speech is the right approach. For me, the critical point is that if anyone's actions or speech calls for harm to another patron, that is not tolerated in a library, period. #critlib

Marcia @LibrarianMarcia

Hello! Academic librarian in PA. #critlib

Annie the Book @reader1066

#critlib - Academic librarian from Utah.

Rachel Wexelbaum @voxpopulare

Q1 (again): How would you define “hate group” or “hate speech”? What do you think of SPLC’s definition of hate groups? #critlib
And in particular, I see a distinction between an individual and a group in a library setting. I will respect the right of any individual patron to study and do scholarship of their choosing in libraries, even if I find it abhorrent. #critlib

Amanda Roper
@figthistlebooks

Q1/ I think a hate group is a group that advocates for diminishing, disregarding, or outright annihilating the human rights of others. #critlib

Kevin Seeber
@kevinseeber

Yup. #critlib twitter.com/metageeky/stat...
Q1. I would link the definitions to systemic oppression and power. Which is why the SPLC def infuriates me bc they include Black power groups on their list. #critlib

Many of the groups that are listed on @splcenter will claim that it is a biased source and seek to discredit it quite often #critlib

A1. I don't disagree with SPLC's definition. I define "hate group" as 2 or more persons whose words & actions invite violence upon others for reasons of race, color, ethnicity, nationality, religion, sexual orientation, gender expression, etc. #critlib
But if said person directs that work at other patrons to hurt, ostracize, or expel them, then that has crossed the line of tolerance.

Moreover, meetings are about groups, not individuals. Groups by their nature impose more power and potential threat. #critlib
AND HERE I THOUGHT I WAS JUST LURKING 😞 A1 So here's the thing: the addition of these phrases (hate group/speech) to the interp is (among other worse things) ridiculous bc it assumes a group self-IDs as a hate group? I mean, do groups call *themselves* this? 1/2 #critlib

Ammie, academic library, TX, #critlib

But if said person directs that work at other patrons to hurt, ostracize, or expel them, then that has crossed the line of tolerance.

Moreover, meetings are about groups, not individuals. Groups by their nature impose more power and potential threat. #critlib

A group who lists its actions or mission is to get rid of or oppress another group cannot be tolerated in a library that is to be inclusive of all patrons. #critlib
Amelia, Lady of choal Ghleann
@LitjrzyGrl

I agree with this I don’t think it’s a matter of how we personally define hate speech or hate groups, if ALA wants to add these terms to official guidelines they need to define it for us. This way we all have the same reference point #critlib twitter.com/MagpieLibrarian...

Nancy Foasberg
@nfoasberg

A1. the SPLC definition is really interesting in the way it separates "vilification" or hatred from violence. I'm not sure what I think about that #critlib twitter.com/voxpopulare/st...

Rachel Wexelbaum @voxpopulare

Q1 (again): How would you define “hate group” or “hate speech”? What do you think of SPLC’s definition of hate groups? #critlib

KT L is tired of fascist enabling humbugge
@kelsonanderson

Replying to @MagpieLibrarian exactly- to name them and then to not provide any guidance on defining them again makes me question why the wording was added because it does not in anyway clarify or provide good guidance #critlib
A1) Hate group: an informal or formal group of individuals discussing and/or implementing ways to harass, intimidate, and/or terrorize specific individuals or specific group(s)

Hate speech: threatening language usually associated with -ism(s). #NoHateALA #critlib

AND HERE I THOUGHT I WAS JUST LURKING 😞 A1 So here’s the thing: the addition of these phrases (hate group/speech) to the interp is (among other worse things) ridiculous bc it assumes a group self-IDs as a hate group? I mean, do groups call *themselves* this? 1/2 #critlib

this exact point was made quite well by @MeganSquire0 when I asked her about the language (details on the blog post on the #critlib site)

A1: The "point" made by one ALA Councillor (I’m sure others remember who) about some people considering BLM a hate group was nonsense & not made in good faith. However, #critlib

However, the danger of policies being abused to do the opposite if what they were intended for is real. #critlib
Yes. To me it's about oppression period. Yes, men have power in gender dynamics, so a men's rights group would likely not be tolerated just as much as a SCUM Feminist group a la Valeria Solanas.

Gina Murrell @GinaMurrell1 · Aug 1, 2018

A1. I don't disagree with SPLC's definition. I define "hate group" as 2 or more persons whose words & actions invite violence upon others for reasons of race, color, ethnicity, nationality, religion, sexual orientation, gender expression, etc. #critlib

Andrew K. Pace @andrewkipace · Aug 1, 2018

Replying to @MagpieLibrarian

Are the folks calling for keeping Hate Groups in the BoR interpretation asking for a better definition? That is, if folks want the language removed entirely, why try to also define the removed language? #critlib

Aman @akaur0 · Aug 1, 2018

Replying to @voxpopulare

A1) Hate group: an informal or formal group of individuals discussing and/or implementing ways to harass, intimidate, and/or terrorize specific individuals or specific group(s)

Hate speech: threatening language usually associated with -ism(s). #NoHateALA #critlib

My definition of the term "hate group" is similar to SPLC's def, except I think SPLC focuses on more formalized values/practices: splcenter.org/20171004/frequ.... Formal groups are probably easier to track rather than groups that remain unregistered. #NoHateALA #critlib
Ryan Randall | Abolish & Prosecute ICE
@foureyedsoul

A1 I think @metageeky's point about groups advocating for harm to other patrons is crucial. Seems to me that "harm" can range from overt physical violence to social/political harms, like with segregation, Jim Crow laws, or voter disfranchisement. #critlib

1:21 AM - Aug 1, 2018

Rachel Wexelbaum
@voxpopulare

So...it seems that defining a hate group is incredibly problematic and subjective as well. At the same time, I think we can all agree that any group whose mission is to persecute, take away rights from, and eliminate one or more groups of people is a hate group, right? #critlib

1:22 AM - Aug 1, 2018

KT L is tired of fascist enabling humbugge
@kelsonanderson

#critlib The FBI's definition is a group whose "primary purpose is to promote animosity, hostility, and malice against persons belonging to a race, religion, disability, sexual orientation, or ethnicity/national origin which differs from that of the members of the organization."

1:22 AM - Aug 1, 2018
A1 "hate group" is rhetorical in a way the other groups listed in the interp are not. Including it in the interp is sloppy & imprecise & gestures twd assumed values that are dangerous--only folx who don't have hate directed at them would think this a valid addition #critlib 2/2

AND HERE I THOUGHT I WAS JUST LURKING 😞 A1 So here's the thing: the addition of these phrases (hate group/speech) to the interp is (among other worse things) ridiculous bc it assumes a group self-IDs as a hate group? I mean, do groups call *themselves* this? 1/2 #critlib

And yes, I do take a wide interpretation of harm. Limiting harm to only physical actions ignores emotional trauma as well as socioeconomic injuries as well. #critlib
twitter.com/foureyedsoul/s...

A1 I think @metageeky's point about groups advocating for harm to other patrons is crucial. Seems to me that "harm" can range from overt physical violence to social/political harms, like with segregation, Jim Crow laws, or voter disfranchisement. #critlib
Yes. It's about an exertion of power to enforce a (mistaken) sense of superiority. #critlib

Kate Deibel @metageeky · Aug 1, 2018
Replying to @GinaMurrell1
Yes. To me it's about oppression period. Yes, men have power in gender dynamics, so a men's rights group would likely not be tolerated just as much as a SCUM Feminist group a la Valeria Solanas #critlib

Gina Murrell @GinaMurrell1

Yes. It's about an exertion of power to enforce a (mistaken) sense of superiority. #critlib

Carrie On, My Wade-ward Son @TheGnarrator
Hitting up #critlib a little late tonight, but I'm Carrie from Wisconsin. Mostly lurking but glad to see how in the weeds on #NoHateALA we already are!

Rachel Wexelbaum @voxpopulare
Q2: How do you think libraries can protect themselves, their patrons, and their workers when dealing with hate groups? (however we may define them?) #critlib
Again, thanks for the openness to discuss this publicly! I imagine that this has haunted you and others who voted for something without a full debate. #NoHateALA #critlib

I don't remember the vote tbh. It was part of what I thought was a lot of minor changes. Here is my stream of conscious reaction to finding out what it entailed though twitter.com/schomj/status/... #critlib

So I remember a modification to the meeting room policy to make accessibility recommendations more explicit, but I don't remember any discussion at all about hate speech (following the footnotes takes you to legal threats libraries encountered trying to restrict those groups).

A1 I also think @AprilHathcock's spot on (as usual) about how the any useful definition of harm needs to be situated within our existing systems of power, not abstracted & "neutral" like the text of SPLC's. #critlib

A1 I think @metageeky's point about groups advocating for harm to other patrons is crucial. Seems to me that "harm" can range from overt physical violence to social/political harms, like with segregation, Jim Crow laws, or voter disfranchisement. #critlib
I'll def give this a read! Apologies that I wasn't able to do all the linked readings before the chat. I'm incredibly grateful these contributions to the conversation are publicly available. #critlib

Donna Witek
@donnarosemary

A1 "hate group" is rhetorical in a way the other groups listed in the interp are not. Including it in the interp is sloppy & imprecise & gestures twd assumed values that are dangerous--only folx who don't have hate directed at them would think this a valid addition #critlib 2/2

KT L is tired of fascist enabling humbuggery
@kelsonanderson

This is important in pointing out why hate group doesn't belong in the same sentence with the other groups #critlib

APRIL
@AprilHathcock

A2 Carefully crafted code of conduct. #critlib
A2 This question is very much on my agenda. Although I'm at an academic library at a private university, I want to explore our meeting room and posting policies. Several coworkers are also interested. #critlib

A2 having proactive conversations with colleagues, rather than reactive ones. We're smart, friends -- we shouldn't let ourselves be caught off guard. #critlib

A2 Carefully crafted code of conduct. #critlib

First, everyone must acknowledge their potential for harm. I have been very disturbed by the narratives that they are not harmful until true violence happens #critlib
Donna Witek @donnarosemary

ok. if you find the open one I (and many others) would be grateful if it is publicized/shared. there is one that is open & includes the first handful of public posts by councilors then ALA staff links to discussion continuing elsewhere but that link is closed. #NoHateALA #critlib

Andrew K. Pace @andrewkpace · Aug 1, 2018

Replying to @donnarosemary

I'm looking for the open discussion link. The one I linked is for ALA members, but there's an open one as well.

Kate Deibel @metageeky

Yes, but only if we interpret those systems of power within intersectional lenses. It would be too easy to over generalize that some groups are always in power and therefore individuals in those groups are the same. #critlib

Ryan Randall | Abolish & Prosecute I... @foureyedsource @metageeky · Aug 1, 2018

Replying to @foureyedsource @metageeky

A1.1 I also think @AprilHathcock's spot on (as usual) about how the any useful definition of harm needs to be situated within our existing systems of power, not abstracted & "neutral" like the text of SPLC's. #critlib

Violet Fox 🐱 @violetbfox

A2. Code of conduct isn't enough, of course, need to have clear steps for taking action; who is authorized to make quick decisions, do employees have confidence admin will support decisions made, etc. #critlib

OvercommittedJen @jbkrich · Aug 1, 2018

Replying to @AprilHathcock

Policy. Always have strong policy. #critlib
Q2 This may be simplistic but by disallowing hate groups/people who threaten our community we are taking a stance that can empower our patrons/workers. There should be no waffling on this #critlib

Andrew K. Pace
@andrewkpace

A2. I hope the public librarians will take the floor on this one! Most of us will never have to deal with these situations (as staff). Not trying to silence any opinions, but I will certainly defer to the expertise of my PL colleagues who deal with these situations daily #critlib

Kate Deibel
@metageeky

A2 One thing we need to keep in mind is that we can't just protect the patrons. We have to... no MUST ABSOLUTELY protect our library staff. #critlib

OvercommittedJen
@jbkrich

Exactly. The patron isn’t always right. Protect your people who are protecting your patrons. #critlib
Amelia, Lady of choal Ghleann @LitJrzyGrl

Totally agree with both of you. Having a strong code of conduct and policies in place is important. Staff also needs to be aware of these and know where to go to find them in case of any incidents that may occur inside the library. #critlib

OvercommittedJen @jbkrich · Aug 1, 2018

Policy. Always have strong policy. #critlib

Kate Deibel @metageeky · Aug 1, 2018

Replying to @metageeky
A group who lists its actions or mission is to get rid of or oppress another group cannot be tolerated in a library that is to be inclusive of all patrons. #critlib

Aman @akaur0

I worry about unregistered/informal hate groups of neighbors meeting up in community rooms/public spaces to discuss intimidating/harassing/terrorizing other neighbors. These groups don't have mission statements or websites. They aren't trackable. #NoHateALA #critlib

Jamie Howe @Gaymerbrarian

Hey, #critlib. I'm home and eating pizza now but I'm gonna lurk. Adjunct librarian @ Rider U.

Q2 libraries can protect users, staff, students, by keeping hate groups out of libraries. admin can enact policies that back this up/give power to public services staff. we need to acknowledge the real potential for harm that they pose - as others have stated #critlib #NoHateALA

Aman @akaur0 · Aug 1, 2018
Replying to @metageeky
I worry about unregistered/informal hate groups of neighbors meeting up in community rooms/public spaces to discuss intimidating/harassing/terrorizing other neighbors. These groups don't have mission statements or websites. They aren't trackable. #NoHateALA #critlib

Kate Deibel @metageeky
Yes. Codes of conduct are mere diversity theater if you don't put teeth to them so that you respond and act against violators. Be inclusive and make your CoC an actual tool for change. #critlib

Violet Fox 🐱 @violetbfox
A2. Code of conduct isn't enough, of course, need to have clear steps for taking action; who is authorized to make quick decisions, do employees have confidence admin will support decisions made, etc. #critlib
Gina Murrell
@GinaMurrell1

A2. A policy, in writing, on hate groups in the library & across-the-board enforcement of this policy within the library. #critlib

KT L is tired of fascist enabling humbuggery
@kelsonanderson

Additionally most hate groups will register as something else- like a church or social group. It's how many white supremacist groups have been given access to meeting rooms, college campuses etc... #NoHateALA #critlib

Amanda Roper
@figthistlebooks

I do think PL will get the brunt of this, but GA uni libraries could have real trouble. There is an increase in hate groups on college campuses and GA now has a campus carry law. Now public GA universities could be dealing with hate groups who have weapons. #critlib
Rachel Wexelbaum
@voxpopulare

How do we (libraries) monitor hate groups FORMING in the library, in addition to meeting in the library? Not sure if that is possible... #critlib twitter.com/akaur0/status/…

Aman @akaur0
Replying to @akaur0 @metageeky
Libraries could become places, where these informal hate groups can established without notice. #NoHateALA #critlib

Kate Deibel
@metageeky

I completely get where you're coming from, but what policy would prevent this? At best, what we can do as libraries is look deeper and ask questions. #critlib

Rachel Wexelbaum
@voxpopulare

Q3. What are your thoughts on ALA Council’s response to the controversy around this issue? #critlib
OvercommittedJen @jbkrich

Replying to @MagpieLibrarian
And the training needs to be made available to all who work in the library- the paraprofessional workers are usually to ones on the front lines dealing with irate patrons. We have to support our parapros #critlib

Kate Deibel @metageeky · Aug 1, 2018
A2 One thing we need to keep in mind is that we can’t just protect the patrons. We have to... no MUST ABSOLUTELY protect our library staff. #critlib

Dr Maura Smale @mauraweb

That has been very much on my mind, and I’m especially concerned about policies that affect library staff for whom ALA membership is financially impossible, thus are already excluded from these discussions. #critlib

Lalitha @librarian_lali

A2: I think we need to consider allyship - particularly when it comes to POC defining hate groups AND also having to come up with ways to defend themselves and their colleagues. It’s not an academic situation for us - the emotional burden and danger is very REAL #critlib
Ed Garcia
@edgarcia401

A2 Part of our Equity and Inclusion policy at my library: Cranston Public Library upholds the rights of all individuals to use its facilities without fear of harassment or intimidation #critlib

Rachel Wexelbaum
@voxpopulare

We see this at our public library #critlib
twitter.com/kelsonanderson...

KT L☀️ is tired of fascist enabling humbuggery @kels... Replied to @akaur0 @metageeky
additionally most hate groups will register as something else-like a church or social group. It's how many white supremacist groups have been given access to meeting rooms, college campuses etc...#critlib

anonymous critlib
@critlib_anon

Money also charges these conversations- most libraries have different rules for room rentals and are often less interested in enforcing rules because money is involved #critlib
my thoughts on the response to the controversy: I have quite frankly been shocked that the response was to push back and actually almost seem to defend the rights of hate groups over those of library patrons and workers #critlib

Rachel Wexelbaum @voxpopulare • Aug 1, 2018
How do we (libraries) monitor hate groups FORMING in the library, in addition to meeting in the library? Not sure if that is possible... #critlib twitter.com/akaur0/status/...

Aman @akaur0
Replying to @akaur0 @metageeky
Libraries could become places, where these informal hate groups can established without notice.
#NoHateALA #critlib

Carrie On, My Wade-ward Son @TheGnarrator
I would say that the easy answer is "see something, say something" and having a climate and culture in your library that is responsive and deals with that kind of sitch is crucial for keeping the organized shitbirds out of the library #critlib
Aman @akaur0

I didn't even think about that. I checked the Hate Map just now. the @splcenter defines black nationalist groups as that "typified by their anti-Semitic, anti-LGBT, anti-white rhetoric and conspiracy theories."

splcenter.org/hate-map #NoHateALA #critlib

APRIL @AprilHathcock · Aug 1, 2018

Q1. I would link the definitions to systemic oppression and power. Which is why the SPLC def infuriates me bc they include Black power groups on their list. #critlib

anonymous critlib @critlib_anon

I've been really upset by the way that many ALA councillors have been handling this--especially in response to the #wehere petition and the feedback from the OIF. I feel unable to talk with my councillor because it's my boss, and I don't want this to affect my workplace #critlib

Amanda Roper @figthistlebooks

Q3/ OIF's response was patronizing and disingenuous. For a group that advocates the free expression of ideas there sure was a bunch of tone-policing and active hostility towards discussions on Twitter. #critlib
Ryan Randall | Abolish & Prosecute ICE
@foureyedsoul

Only halfway skimming this side-convo, but is this the open one you mean, Donna? #critlib connect.ala.org/communities/co...

Donna Witek
@donnarosemary

ok. if you find the open one I (and many others) would be grateful if it is publicized/shared. there is one that is open & includes the first handful of public posts by councilors then ALA staff links to discussion continuing elsewhere but that link is closed. #NoHateALA #critlib

Kate Deibel
@metageeky

To me, I've found the ALA and OIF responses confusing. Libraries fought against the unjust laws of the Patriot Act. Why will they not do the same to defend the rights of our patrons to exist? Privacy is hard to value if you're dead or excluded from life.#critlib

Donna Witek
@donnarosemary

Yes! A hate group constructs its own identity (rhetorically 🗣️) in ways designed to preserve itself whether publicly/politically or privately/cognitively. Better to define humane boundaries around proper*use*of lib spaces/resources+conduct of those using them #critlib #NoHateALA twitter.com/kelsonanderson...

KT L ☀️is tired of fascist enabling humbuggery @kels...
Replying to @akaur0 @metageeky additionally most hate groups will register as something else-like a church or social group. It's how many white supremacist groups have been given access to meeting rooms, college campuses etc...#critlib
A3: I've been disappointed with the response overall.

One aspect that particularly got under my skin was the dismissal of people (like me) who aren't ALA members. I couldn't afford it as a student and have complicated thoughts about joining now. #critlib

KT L:is tired of fascist enabling hu...

my thoughts on the response to the controversy: I have quite frankly been shocked that the response was to push back and actually almost seem to defend the rights of hate groups over those of library patrons and workers #critlib

Jamie Howe

@Gaymerbrarian

This is what @MagpieLibrarian was just saying - admins siding with patrons over library workers re: harassment or hate speech. I have theories on why, but... #critlib

And this is to say nothing of the overall amount of pushback that's happened towards criticisms. #critlib
Kate Deibel
@metageeky

I actually view a lot of the responses from the OIF, especially the words of LaRue, as being along the lines of victim blaming. #critlib

madison
@beastlibrarian

It's all to uphold the idea that libraries are neutral spaces (a false assumption). What's maddening is siding w/ hate groups over the safety of library users & staff isn't actually neutral at all. It's a pretty strong statement & a disheartening one to say the least. #critlib
twitter.com/kelsonanderson...

KT L☀ is tired of fascist enabling humbuggery @kels...
My thoughts on the response to the controversy: I have quite frankly been shocked that the response was to push back and actually almost seem to defend the rights of hate groups over those of library patrons and workers #critlib

Annie the Book
@reader1066

A3 ALA+OIF were terrible in their response, especially for a group that claims to champion the importance of dialogue. Their attempts to shut down debate made me feel like ALA doesn't speak for those of us down in the trenches. #critlib
Q3/ I have no real attribution for this quote (another #critlib -er?) but - "ALA advocates for libraries, not library workers", which is a weird divide

Kate Deibel @metageeky Aug 1, 2018
I actually view a lot of the responses from the OIF, especially the words of LaRue, as being along the lines of victim blaming. #critlib

Kate Deibel @metageeky

#critlib This is a quote from the letter I sent to ALA:
"Our Western culture already tends to blame victims for their own behavior. Why were you dressed like that? Did you think about the risks of drinking? ..."

KT L ☀️ is tired of fascist enabling humbuggery @kelsonanderson

Many people outside of librarianship have asked me why it is even a thing to remove the language. They are baffled that if a number of library folks were concerned/upset/distressed by it why a simple change would not be made quickly. #critlib

Gina Murrell @GinaMurrell1

A3. In terms of the council's response, I was reminded of congressmen who don't read all (or any) contents of a bill before it's passed. #critlib
Amanda Roper @figthistlebooks

Q3/I'm working on my MLIS and my info policy class was this summer. My prof talked abt how important research, identifying stakeholders, and offering concrete recs for implementation is essential to developing policies. OIF did none of that! #critlib

Kate Deibel @metageeky

"...What were you doing in that part of town? Why did you wear a yarmulke when you knew the Neo-Nazis were at the library today? Why did you kiss your lesbian girlfriend when you knew that Christian group was meeting?" #critlib

Kate Deibel @metageeky

"...How dare you be transgender when you don’t pass well enough and you know people have problems with people like you." #critlib
To them, they ARE defending the rights of their patrons to exist, I think. "all" patrons. Once they're out of the library though, not in the "patron" class any longer, so who cares? #critlib

Kate Deibel @metageeky · Aug 1, 2018
A3 To me, I've found the ALA and OIF responses confusing. Libraries fought against the unjust laws of the Patriot Act. Why will they not do the same to defend the rights of our patrons to exist? Privacy is hard to value if you're dead or excluded from life. #critlib

Jamie Howe @Gaymerbrarian

Q3/ I have no real attribution for this quote (another #critlib -er?) but - "ALA advocates for libraries, not library workers", which is a weird divide

Carrie On, My Wade-ward Son @TheGnarrator

This has basically been the practice since it's formation in the late 19th century. Some version of this quote has been said for over a hundred years. #critlib

Annie the Book @reader1066

A3 Also, I was blindsided by this policy. I feel like it came out of a committee who were afraid to take a stand against groups who want to divide, exclude, and hurt. Which is appalling. #critlib
No one has responded to those questions. No one.

#critlib

I think that's a fair and accurate statement. It's sad. But it's true. #critlib

To them, they ARE defending the rights of their patrons to exist, I think. "all" patrons. Once they're out of the library though, not in the "patron" class any longer, so who cares? #critlib

Now that's a sobering and horribly depressing thought. #critlib
A3 I've been disgusted by some of the comments of my fellow councillors...but not surprised since I've been working with them for 2 years. It's why I do the work. And I want to fight to make the right. #critlib

That's why I appreciate all of you speaking up here and in other places. ALA member or not--IT DOESN'T MATTER. YOUR VOICE MATTERS. YOUR SAFETY MATTERS. #critlib

Yeah I just wasn't sure who I heard it from. I'm sure it's a tale as old as time. #critlib
Agree - It's a spurious argument to say that failure to defend ANY and ALL rights will eventually result in everyone's rights being eroded. Sorry... I'd rather protect real, actual vulnerable populations than ruminate on the what ifs. #critlib

KT L is tired of fascist enabling hu... · Aug 1, 2018
my thoughts on the response to the controversy: I have quite frankly been shocked that the response was to push back and actually almost seem to defend the rights of hate groups over those of library patrons and workers #critlib

Lalitha
@librarian_lali

I'd also say being familiar with the groups' tactics & rhetoric is important. My partner saw a thing posted on a meeting group site & realized it was one of those kind of groups. Since I was familiar, I was able to quickly find relevant SPLC link for reporting it. #critlib

Carrie On, My Wade-ward Son @TheG... · Aug 1, 2018
Rephrasing to @voxpopulare
I would say that the easy answer is "see something, say something" and having a climate and culture in your library that is responsive and deals with that kind of thing is crucial for keeping the organized shitbirds out of the library #critlib

Ryan Randall | Abolish & Prosecute ICE @foureyedsoul

Replying to @voxpopulare
I would say that the easy answer is "see something, say something" and having a climate and culture in your library that is responsive and deals with that kind of thing is crucial for keeping the organized shitbirds out of the library #critlib
@splcenter specifically states "mainstream black activist groups such as Black Lives Matter and others...work to eliminate systemic racism in American society and its institutions." splcenter.org/hate-map #NoHateALA #critlib

1:44 AM - Aug 1, 2018

Tina Gross @aboutness · Aug 1, 2018
A1: The "point" made by one ALA Councillor (I’m sure others remember who) about some people considering BLM a hate group was nonsense & not made in good faith. However, #critlib

Aman @akaur0

1:44 AM - Aug 1, 2018

Replying to @TheGnarrator
Yeah I just wasn't sure who I heard it from. I'm sure it's a tale as old as time. #critlib

Carrie On, My Wade-ward Son @TheGnarrator

just say it was Jesus, Freud, or Einstein. #critlib

1:44 AM - Aug 1, 2018

Lalitha @librarian_lali · Aug 1, 2018
Replying to @kelsonanderson
Agree -It's a specious argument to say that failure to defend ANY and ALL rights will eventually result in everyone's rights being eroded. Sorry...I'd rather protect real, actual vulnerable populations than ruminate on the what ifs. #critlib

Kate Deibel @metageeky

But I'm certain ALA will issue a nice statement condemning the next genocides, pogroms, etc. after they occur... #critlib

1:44 AM - Aug 1, 2018
Dr Maura Smale @mauraweb

This, so much this. #critlib twitter.com/kelsonanderson...

KT L is tired of fascist enabling humbuggery @kels...
Many people outside of librarianship have asked me why it is even a thing to remove the language. They are baffled that if a number of library folks were concerned/upset/distressed by it why a simple change would not be made quickly. #critlib

1:45 AM - Aug 1, 2018

See Dr Maura Smale's other Tweets

Jamie Howe @Gaymerbrarian

can I assign it to Freire? I'd like him to have said something like that #critlib

1:45 AM - Aug 1, 2018

See Jamie Howe's other Tweets

A.J. Muhammad @AJMuhammad3

Q3. As soon as ALA got wind that people were rightfully outraged about the Hate Speech statement they should've listened & been empathetic instead of being tone deaf & doubling down. #critlib

1:45 AM - Aug 1, 2018 · Manhattan, NY

See A.J. Muhammad's other Tweets
That's why I appreciate all of you speaking up here and in other places. ALA member or not--IT DOESN'T MATTER. YOUR VOICE MATTERS. YOUR SAFETY MATTERS. #critlib

Thank you, April! #critlib

Yes, this! And if this is how ALA writes policy...it's hard to trust them to provide guidance on policies, which means.... what ARE they for? #critlib

twitter.com/donnarosemary/...
KT L is tired of fascist enabling humbuggery
@kelsonanderson

oops #critlib (my first chat and I'm trying to figure it all out here lol)

Rachel Wexelbaum
@voxpopulare

Q4. What do you think would make ALA a more inviting organization? What do you think would make the conferences more useful? #critlib

madison
@beastlibrarian

A3 the response from @OIF on #NoHateALA was condescending and a non-response in my eyes. I have been heartened by many #ALACouncil members reactions & extremely depressed by others. We need to vote some council members out, folks. Please vote if you can next cycle. #critlib
Oh look, it's that little voice in the back of my head. Constantly. Always. #critlib twitter.com/metageeky/stat...

Kate Deibel @metageeky
Replying to @metageeky

"...How dare you be transgender when you don't pass well enough and you know people have problems with people like you?"#critlib

5  1:46 AM - Aug 1, 2018

Jessica Schomberg @schomj

This article goes in depth on this idea in a really fabulous way. It's OA--


17  1:46 AM - Aug 1, 2018
I don't know whether that link helped the report pull more weight with that site's moderators, but it certainly couldn't hurt. Putting those cues in context is crucial. #critlib

I'd also say being familiar with the groups' tactics & rhetoric is important. My partner saw a thing posted on a meeting group site & realized it was one of those kind of groups. Since I was familiar, I was able to quickly find relevant SPLC link for reporting it. #critlib

Some feel that #NoHateALA = erosion/silencing of conservative perspectives in LIS and those who speak out against hate are labeled as liberal SJW (as if it's a pejorative). This isn't a political issue - I don't want to fear for my or others' lives at work. #critlib
And I wonder how much of this is mired in that problem of a person thinking it was an innocent edit but now it's blown up and we have people trying their damnedest to not be called hateful but are in reality making it worse by dragging their heels. #critlib
twitter.com/donnarosemary/...

Donna Witek @donnarosemary
I suspect this same phenomenon was at play with the people in the closed room who added "hate groups/speech" to the interp. It was a "minor edit" for them bc of their subjectivity as ppl for whom this language (clearly) doesn't affect #critlib #NoHateALA twitter.com/maxgbowman/sta...

Yes, this is it. But at the bottom of this page user JoAnne K. moves discussion to another link that is not an open one that prompts for ALA login. Why was discussion moved? #NoHateALA #critlib
twitter.com/foureyedsoul/...

Ryan Randall | Abolish & Prosecute ICE @foureyedsoul
Replying to @donnarosemary @andrewkpace
Only halfway skimming this side-convo, but is this the open one you mean, Donna? #critlib
connect.ala.org/communities/co...
I cried after writing that and am crying a little now just copying and pasting it. #critlib

...How dare you be transgender when you don't pass well enough and you know people have problems with people like you?"#critlib

A3: I want to say that there are some great councilors doing amazing work to swing others and amplify our voices on this. I'm glad we're at least getting another vote on it. But otherwise, it has been disheartening and frustrating. #critlib

More than tone deaf. It felt like we didn’t matter. We paid our dues, attend expensive conferences but they don't actually give a damn about us. #critlib
Dr.EB @LNBel

Popping in to lurk a bit #critlib

1:49 AM - Aug 1, 2018

Annie the Book @reader1066

A4 Bring down dues and make it easier for new librarians/library staff to gain entry to ALA. Take a stand for the values that have higher priority than appeasement (which is how I see this policy), such as: inclusivity, diversity, safe spaces, information integrity, etc. #critlib

1:50 AM - Aug 1, 2018

Kate Deibel @metageeky · Aug 1, 2018

And I wonder how much of this is mired in that problem of a person thinking it was an innocent edit but now it's blown up and we have people trying their damnedest to not be called hateful but are in reality making it worse by dragging their heels. #critlib
twitter.com/donnarosemary/

Donna Witek @donnarosemary

I suspect this same phenomenon was at play with the people in the closed room who added "hate groups/speech" to the interp. It was a "minor edit" for them bc of their subjectivity as ppl for whom this language (clearly) doesn't affect #critlib #NoHateALA
twitter.com/maxgbowman/sta...

Kate Deibel @metageeky

We had a horrible incident with a fraternity that did some utterly hateful videos. When we got the library to put forth a statement, some people insisted we put in a libraries is neutral statement. It was ignorance on their part. Pure, simple, and so much the problem. #critlib

1:50 AM - Aug 1, 2018
A4 More opportunities for virtual engagement. Lower dues/scaling dues based on income. Make the org about protecting the rights of LIBRARY WORKERS and not just libraries. Pour virtually all the resources into ODLOS and diversity work. #critlib

Dr Maura Smale @mauraweb · Aug 1, 2018
Replying to @metageeky
That has been very much on my mind, and I'm especially concerned about policies that affect library staff for whom ALA membership is financially impossible, thus are already excluded from these discussions. #critlib

Ryan Randall | Abolish & Prosecute ICE @foureyedsoul
As we veer toward talking about ALA, I'm also especially concerned about anyone on Council who seems unconcerned about the issues Maura just brought up. There's clear hostility toward "non-members" in Council, especially around the @librarieswehere #noHateALA petition. #critlib
Dr Maura Smale
@mauraweb

Totally agree. Also, if you're a member, you might consider using the webform on the ALA website to email all councilors at large, they represent you! I did last night, it took a little while but I got some heartening responses today. #critlib twitter.com/beastlibrarian...

madison @beastlibrarian

A3 the response from @OIF on #NoHateALA was condescending and a non-response in my eyes. I have been heartened by many #ALAcouncil members reactions & extremely depressed by others. We need to vote some council members out, folks. Please vote if you can next cycle. #critlib

 Jamie Howe
@Gaymerbrarian

A4 I have no idea. I don't know that things like dues or para involvement would fundamentally change an organization that is more interested in promoting a specific idea of "library" to attract public attention #critlib

Rachel Wexelbaum
@voxpopulare

A classic case of one librarian shushing...other librarians #critlib twitter.com/MagpieLibraria...
Kate Deibel
@metageeky

And I hope I can join in this fight. I debated joining ALA or some other option (my MLIS program pays for the first year) but I decided to join up and fight from within.
#critlib

Carrie On, My Wade-ward Son @TheG... · Aug 1, 2018
A3: I want to say that there are some great councilors doing amazing work to swing others and amplify our voices on this. I'm glad we're at least getting another vote on it. But otherwise, it has been disheartening and frustrating.
#critlib

Annie the Book
@reader1066

Absolutely. I wish they would remember that non-member librarians/library staff are a major part of the profession.
#critlib twitter.com/foureyedsoul/s...

Ryan Randall | Abolish & Prosecute ICE @foureyedsoul
Replying to @mauraweb @metageeky
As we veer toward talking about ALA, I'm also especially concerned about anyone on Council who seems unconcerned about the issues Maura just brought up. There's clear hostility toward “non-members” in Council, especially around the @librarieswehere #noHateALA petition.
#critlib
Donna Witek @donnarosemary
I suspect this same phenomenon was at play with the people in the closed room who added "hate groups/speech" to the interp. It was a "minor edit" for them bc of their subjectivity as ppl for whom this language (clearly) doesn't affect #critlib #NoHateALA
twitter.com/maxgbowman/sta...

Donna Witek @donnarosemary
yep, better that they acknowledge their subjective bias that was at play, apologize, take action to undo the damage with change, and commit to doing better in the future. #critlib #NoHateALA

Kate Deibel @metageeky · Aug 1, 2018
And I wonder how much of this is mired in that problem of a person thinking it was an innocent edit but now it's blown up and we have people trying their damnedest to not be called hateful but are in reality making it worse by dragging their heels. #critlib
twitter.com/donnarosemary/...

Ryan Randall | Abolish & Prosecute I... · Aug 1, 2018
A1 I think @metageeky's point about groups advocating for harm to other patrons is crucial. Seems to me that "harm" can range from overt physical violence to social/political harms, like with segregation, Jim Crow laws, or voter disfranchisement. #critlib

Aman @akaur0
Privilege draws municipality boundaries across this country. What if the hate group(s) in ur community is hating on population(s) outside that are located just outside of the library's service boundaries? Should the library allow the hate group to meet? #NoHateALA #critlib
The response showed an absolute indifference to the daily news of dog whistles and white supremacist tactics and a clear lack of knowledge of the danger of these groups #critlib
Jessica Schomberg @schomj

Except that some members of IFC did raise concerns before it was included, so I personally don't understand how it was considered a minor enough edit not to mention #critlib twitter.com/schomj/status/…

Jessica Schomberg @schomj

This information was added today. #NoHateALA
Some members of IFC were concerned about the addition of hate speech/groups. They were overruled. Helen presented it Tuesday morning, knowing some *IFC members* had concerns, and didn't say anything about it. oif.ala.org/oif/?p=14997#t...

Kate Deibel @metageeky · Aug 1, 2018

And I wonder how much of this is mired in that problem of a person thinking it was an innocent edit but now it's blown up and we have people trying their damndest not to be called hateful but are in reality making it worse by dragging their heels. #critlib twitter.com/donnarosemary/

Donna Witek @donnarosemary

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Jessica Schomberg @schomj

"white supremacists." Another IFC attendee suggested adding definitions of hate speech and hate groups. Another suggested changing the statement from "This encompasses political and hate speech, as well as religious speech."

An IFC member made the motion to approve the revised "Meeting Rooms: An Interpretation of the Library Bill of Rights." Another IFC member seconded the motion. There was no further discussion. There being no opposed and no abstentions, the motion passed.

The IFC chair did not attend Council Forum III on Monday afternoon because at that time she was working with DIF staff to recheck text of the three interpretations and finalize the IFC's Report to Council up until the end of conference in an attempt to incorporate suggestions and wordsmith.

ALA Annual Conference Tuesday – During Council Meeting III, IFC Chair Helen Adams gave an overview of the IFC's and DIF's work since Midwinter Meeting. Describing the "Meeting Rooms" interpretation revision, she stated, "The revision that you see today has strengthened the guidance on providing nondiscriminatory access to meeting rooms and addressed fees for the use of meeting spaces. The Committee plans to create a Q&A to address specific questions that were asked by librarians when we sought comment on the revisions."

At the microphones, a few councilors spoke in support of the motion. The motion carried.
A4: My issues with ALA are myriad, but I enjoy the benefits of my ACRL membership. I think a whole systemic reorganization/recharter/etc is necessary. As @erinaleach (and Orange Juice) says "rip it up and start again" #critlib

A4 @ALALibrary needs to focus more on advocating for & supporting library workers more than they focus on libraries. For a start, ALA needs to interrogate the organization's dedication to whiteness/privilege. They need to have library workers backs, esp POC, marg. populations #critlib

Q4 ALA is a reflection of some of the issues in librarianship - very white, vocational awe, a clinging to the myth of "neutrality." These need to be addressed on a professional level and my hope is that then ALA will start to embody these changes #critlib
OvercommittedJen
@jbkrich

Make it easier to navigate. ALA is a behemoth and it’s hard to figure out where to plant your flag and add your voice. #critlib (and it’s way too expensive to plant your flag in multiple divisions and round tables).

Violet Fox
@violetbfox

A4. As others have said, I think ALA Council members need clarity among themselves about who they represent. If it's just ALA members (as opposed to all MLIS holders or all library workers), clarify that, but they shouldn't pick and choose based on the issue at hand. #critlib

Aman
@akaur0

Replying to @foureyedsoul @metageeky
Privilege draws municipality boundaries across this country. What if the hate group(s) in ur community is hating on population(s) outside that are located just outside of the library's service boundaries? Should the library allow the hate group to meet? #NoHateALA #critlib

Carrie On, My Wade-ward Son
@TheGnarrator

No, because community goes beyond municipality. #critlib
This is a great point for--a possibly off topic reason--helping spread the idea that libraries are their people and not just their spaces. #critlib
twitter.com/beastlibrarian...

madison @beastlibrarian
A4 @ALALibrary needs to focus more on advocating for&supporting library workers more than they focus on libraries. for a start, ALA needs to interrogate the organization's dedication to whiteness/privilege. they need to have library workers backs, esp POC, marg. populations #critlib

Donna Witek @donnarosemary
Grateful for this explanation. I assumed there was a good reason but couldn't see what it was from outside. It was just ashamed as someone not perpetually logged into ALA that access to an otherwise important public convo has been cut off in the process. #critlib #NoHateALA
Imagine if @alaannual was available as a 100% online option for those folx who couldn't get there? That is a statement of equity and inclusion right there. #critlib

twitter.com/AprilHathcock/…

APRIL @AprilHathcock
A4 More opportunities for virtual engagement. Lower dues/scaling dues based on income. Make the org abut protecting the rts of LIBRARY WORKERS and not just libraries. Pour virtually all the resources into ODLOS and diversity work. #critlib

KT L☀️is tired of fascist enabling humbuggery Isles tired of fascist enabling humbuggery @kelsonanderson
the very long delay in responding with a timeline and explaining to even the council members asking was down right suspicious tbh #critlib

Aman @akaur0 · Aug 1, 2018
Replying to @foureyedsoul @metageeky
Privilege draws municipality boundaries across this country. What if the hate group(s) in ur community is hating on population(s) outside that are located just outside of the library’s service boundaries? Should the library allow the hate group to meet? #NoHateALA #critlib

Kate Deibel
@metageeky

If we take the stand that we do not tolerate any hate or oppression against any population (not just that represented by our patrons), and we know they are a hate group, then we can oppose them. #critlib
Gina Murrell
@GinaMurrell1

A4. I chose not to renew, but ALA should lower the cost of membership, prove the value of membership beyond a discount on conference attendance (and if you're unable to go to conferences, well...). #critlib

Jamie Howe
@Gaymerbrarian

I think this is crucial to note. There's almost a deliberate disbelief that groups, individuals can engage in bad faith or with deliberate malice, and in/around structures and institutions. If gamregte is anything to go by, they know what they're doing. Every step. #critlib

Dr.EB
@LNBel

I once had a well know white supremacist as a researcher. It was just him supervised by me. I alerted the library director before and never let on knew his beliefs but I watched him like a hawk but allowed him access and his privacy. Then I never heard from him again. #critlib
Ryan Randall | Abolish & Prosecute ICE
@foureyedsoul

Replying to @kittenhumyn

Good point. When some people believe in conversion therapy, "immutable" takes on a very different meaning.

#critlib

Rachel Wexelbaum @voxpopulare · Aug 1, 2018

Q2: How do you think libraries can protect themselves, their patrons, and their workers when dealing with hate groups? (however we may define them?) #critlib

Aman @akaur0

A2: Libraries need to have policies and procedures in place that they can point to, when situations arise. Reactive policies create bad press and community tensions for libraries. #NoHateALA #critlib

Kate Deibel @metageeky

And even a lot of current schools of thought on gender, sexuality, etc. hold that they do change over time.

#critlib
I’m currently looking for jobs. I don’t feel safe working for or with you if you don’t think my life is more important than your desire to pretend neutrality exists. And I am checking the listservs before I apply. I feel like I have to. #critlib

hell, we see it literally everywhere these days! from the lgbt/p thing, to james gunn... regardless of how you feel that should be addressed, it's impossible to ignore how it happened. #critlib

ALA did nothing when my library school was threatened and then closed. The Dean of the school was also an ALA administrator. #critlib
And this is why we can't rely on just a policy. We, the library profession and all its members (MLIS or not be damned) need to constantly learn, observe, and come together to discuss threats to inclusion and information sharing. #critlib

Jamie Howe @Gaymerbrarian · Aug 1, 2018
I think this is crucial to note. There's almost a deliberate disbelief that groups, individuals can engage in bad faith or with deliberate malice, and in/around structures and institutions. If gamregte is anything to go by, they know what they’re doing. Every step. #critlib

Kate Deibel @metageeky

OvercommittedJen @jbkrich

Then we need to take it over. Campaign. Vote. Encourage people to join and run for office. (I’m a member but I haven’t ever considered running for an office. I wouldn’t know where to begin. ALA overwhelms me) #critlib

Jamie Howe @Gaymerbrarian · Aug 1, 2018
A4 I have no idea. I don't know that things like dues or para involvement would fundamentally change an organization that is more interested in promoting a specific idea of "library" to attract public attention #critlib

Annie the Book @reader1066

I need to be braver as a librarian and speak up more. I'm progressive on the inside and I want my profession to be, too. #critlib twitter.com/MagpieLibrarian...
Aman @akaur0

Are you able to build the library meeting policy off of your university's policy regarding groups using university spaces for events? #NoHateALA #critlib

Kate Deibel @metageeky · Aug 1, 2018

A2 This question is very much on my agenda. Although I'm at an academic library at a private university, I want to explore our meeting room and posting policies. Several coworkers are also interested. #critlib

Annie the Book @reader1066 · Aug 1, 2018

I need to be braver as a librarian and speak up more. I'm progressive on the inside and I want my profession to be, too. #critlib twitter.com/MagpieLibrarian...

Kate Deibel @metageeky

Or at least provide channels for people to speak in safety. The anonymous relay is one thing I did for that but there are certainly more efforts we could explore and do. #critlib

Jamie Howe @Gaymerbrarian

This isn't a contradiction, but it looks like damning evidence if you refuse to consider cis/straight as part of the tapestry and not the default. #critlib
I wish that the ALA & OIF would put a tenth as much effort into advocating for equity & inclusion for those who've been materially oppressed as they do into branding around Cold War era notions of individuated rights & freedoms. #critlib

If we take the stand that we do not tolerate any hate or oppression against any population (not just that represented by our patrons), and we know they are a hate group, then we can oppose them. #critlib

A. I chose not to renew, but ALA should lower the cost of membership, prove the value of membership beyond a discount on conference attendance (and if you're unable to go to conferences, well...). #critlib

A.2 Also, ALA conferences should be less East Coast/Chicago-centric & go beyond sessions like "Not Your Grandmother's Library" & "The Future of Libraries." And do more to recognize/serve non-academic institutions. #critlib

I need to look into those policies more. I'm still very new to MPOW and have been having to ingest a ton of policies already. #critlib
Thank you to @schomj & @voxpopulare for quickly getting a #critlib chat together for this important topic. If anyone would be willing to put together a Wakelet archive of tonight's chat, that'd be helpful. (Wakelet is like Storify but worse.)

I feel like there are a lot of us like this, I both want to speak up more but fear speaking up for numerous reasons. I’ve found I can support those who are in a better place to make the stand, help spread the word, support the movement. #critlib

A4. I honestly think it would go a long way to see actual diverse people given a platform to speak on topics of interest to the community. Conferences are whitewashed. Accolades are whitewashed. Leadership is whitewashed. Representation matters and ALA is often a #critlib
Self-nominations for Councilor at Large positions are open now! You don't have to be an expert to run, I certainly wasn't! #critlibtwitter.com/schomj/status/

Interested in serving as an ALA Councilor-at-Large? The first nomination period is open until August 3 at 9am CT!ala.org/news/member-ne...

Then we need to take it over. Campaign. Vote. Encourage people to join and run for office. (I’m a member but I haven’t ever considered running for an office. I wouldn’t know where to begin. ALA overwhelms me) #critlib

I wish that the ALA & OIF would put a tenth as much effort into advocating for equity & inclusion for those who've been materially oppressed as they do into branding around Cold War era notions of individuated rights & freedoms. #critlib

A4 as for what ALA can do... how about a session at the next conference where all of the leadership goes through an anti-bias training or bystander intervention training in front of the ALA membership at large? #critlib
OvercommittedJen
@jbkrich
This is a real issue for many - especially if your library admin is part of the “old guard”. It can affect your job - I have worked at places in the past where I would never have joined a twitter chat like this for fear of reprisal.
#critlib

Kate Deibel @metageeky · Aug 1, 2018
Replying to @reader1066
Or at least provide channels for people to speak in safety. The anonymous relay is one thing I did for that but there are certainly more efforts we could explore and do.
#critlib

OvercommittedJen
@jbkrich
This is a real issue for many - especially if your library admin is part of the “old guard”. It can affect your job - I have worked at places in the past where I would never have joined a twitter chat like this for fear of reprisal.
#critlib

Rachel Wexelbaum @voxpopulare
Good folx, we have reached the end of our #NoHateALA #critlib chat! Lots of excellent suggestions and possible calls to action here. Let’s stay connected and support one another as we do this very hard work of keeping library workers, library patrons, and libraries safe.
Thanks everyone for participating!

Thanks @voxpopulare for posting questions, @violetbfox for keeping us organized, and @metageeky for setting up the anon chat relay! #critlib

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As an adjunct and someone still struggling to keep their ADD act together, I wish I could do something with this kind of commitment. But I know where my limits are (not sure if I could manage as fte even). Which is kind of the problem, isn't it? #critlib

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Interested in serving as an ALA Councilor-at-Large? The first nomination period is open until August 3 at 9am CT! ala.org/news/member-ne...

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Q4. What do you think would make ALA a more inviting organization? What do you think would make the conferences more useful? #critlib

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A4) Open conversations like this #NoHateALA #critlib chat for free
A4. @ALALibrary needs to engage in meaningful, critical, & effective diversity, equity, & inclusion work to dismantle our profession's historical & current devotion to maintaining white supremacy. #critlib

This. Imagine what we could accomplish if we (as a profession) weren't afraid of being political/activist/progressive. #critlib
twitter.com/foureyedsoul/s...

I'm all for Banned Books week, but what about also advocating for equitable resources for the communities whose school libraries have been gutted systematically since CA Prop 13 tied funding to property taxes? #critlib

As an adjunct and someone still struggling to keep their ADD act together, I wish I could do something with this kind of commitment. But I know where my limits are (not sure if I could manage as fte even). Which is kind of the problem, isn't it? #critlib

Those of us who know the fight for inclusion know it because we fight for it every day. Fighting the bigger fight is often a choice between hope and sleep. #critlib
Jessica Schomberg
@schomj

For sure. I have a FT salary, but the spoons the multiple conference attendance requires? Oof. It's not sustainable. #critlib

Jamie Howe
@Gaymerbrarian

As an adjunct and someone still struggling to keep their ADD act together, I wish I could do something with this kind of commitment. But I know where my limits are (not sure if I could manage as fte even). Which is kind of the problem, isn't it? #critlib

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Jamie Howe
@Gaymerbrarian

A library friend of mine relates stories of a local admin group, and I cringe because they explicitly refuse to address issues I have with their system both as a potential patron and as a librarian #critlib

OvercommittedJen
@jbkrich

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OvercommittedJen
@jbkrich

Why doesn’t ALA support something like ARL’s NDLC? Why is a conference about diversity in libraries only happening every 5-7 years? It should be yearly. #critlib

Ryan Randall | Abolish & Prosecute ICE
@foureyedsoul

A4 ALA should prioritize advocacy for equity & inclusion for our patrons & for all library workers. That'd lead to better accessibility at conferences, all sorts of other beneficial outcomes. #critlib

APRIL
@AprilHathcock

Thank you, @schom and @voxpopulare and everyone! Take care of yourselves. #critlib
KT L☀️is tired of fascist enabling humbuggery
@kelsonanderson

Thank you all! On a positive note surrounding #NoHateALA I never would have found so many great librarians and finally jumped into a #critlib if the discussions hadn’t happened!

Jessica Schomberg @schomj · Aug 1, 2018

Thanks @voxpopulare for posting questions, @violetbfox for keeping us organized, and @metageeky for setting up the anon chat relay! #critlib

Kate Deibel
@metageeky

And for many of you who made direct responses to my tweets and asked questions, I got lost in a flurry of notifications. I'll try go back through them tomorrow and follow-up, but I need sleep. #critlib

Jamie Howe
@Gaymerbrarian

"Well, that's for video games, isn't it, and that's not really serious business like libraries." #critlib
Jessica Schomberg
@schomj

Then why didn't you participate and engage the topic? IDGI #critlib

Zoë
@zomanjii

Thanks for the great talk, everyone! #critlib

Dr Maura Smale
@mauraweb

Thanks so much @schomj @voxpopulare @violetbfox and @metageeky for organizing/wrangling, and to everyone participating in #critlib tonight. So cheered by these discussions, thank you.

APRIL
@AprilHathcock

{ #critlib on #NoHateALA where lots of marginalized folx took risk to speak up & out.}
Privileged cis-het white dude lurking in chat: OMG THIS ONE STATEMENT THAT I'M MISCHARACTERIZING MIND-BOGGLING!!!
The "patron" is a useful myth. I'm not proud of this kind of pessimism. #critlib

Kate Deibel @metageeky · Aug 1, 2018
Replying to @Gaymerbrarian
Now that's a sobering and horribly depressing thought. #critlib

Jennifer Lee @jenniferjune · Aug 1, 2018
I need to look into those policies more. I'm still very new to MPOW and have been having to ingest a ton of policies already. #critlib

Particularly check to see if groups are responsible for the security bill. Sometimes, that's enough to deter groups from hosting meetings. #NoHateALA #critlib

Aman @akaur0 · Aug 1, 2018
See Aman's other Tweets

Kate Deibel @metageeky · Aug 1, 2018
See Kate Deibel's other Tweets

Jamie Howe @Gaymerbrarian
See Jamie Howe's other Tweets
Our professional practices & literature have way too much of a managerial focus rather than allowing for bottom-up notions of power & change. I think there's a Christine Pawley article about that managerial tendency, plus what @edrabinski writes about power is stellar. #critlib

As we veer toward talking about ALA, I'm also especially concerned about anyone on Council who seems unconcerned about the issues Maura just brought up. There's clear hostility toward "non-members" in Council, especially around the @librarieswhere ALA petition. #noHateALA #critlib

Leading a discussion with my state's IF group tomorrow re: #NoHateALA. At least a few people in the group agree with the inserted language so I extra appreciate this chat - feeling nervous but know what's right. TY all for being awesome!! #critlib
I have 2 feelings about #critlib tonight:

1) oh right, talking about this stuff can really help me keep track of what's going on and help process it

2) how the HECK did I ever keep up with the flow of conversation because WOW that was effort

There have been several national conferences that focused on diversity in LIS this year, and there will be more next yr and the following yr and as long as we host these conferences... #NoHateALA #critlib

One example of how following #critlib can help a librarian out. Thanks @__essjay__!
twitter.com/__essjay__/sta...

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This #NoHateALA chat was more active the #critlib chats I participated in earlier this year. Sometimes, I use @TweetDeck for Twitter chats. Have you considered using it?

Jessica Schomberg @schomj · Aug 1, 2018
Replies to @Gaymerbrarian
Same! I think I missed a good third of what was posted!

Aman @akaur0
I started a few years back when we were in school, and I sometimes did it on my phone somehow. I use Tweetdeck now, but I'm not sure I can say it helps or hurts! #critlib

Jamie Howe @Gaymerbrarian
Except that approach doesn't allow for expansion. I ran for my 5th term as ALA Councilor based on my goals for serving ALA members. But I also see how important it is to hear all librarians and library workers in this sitch. #critlib

Violet Fox 🦊 @violetbfox · Aug 1, 2018
A4. As others have said, I think ALA Council members need clarity among themselves about who they represent. If it's just ALA members (as opposed to all MLIS holders or all library workers), clarify that, but they shouldn't pick and choose based on the issue at hand. #critlib
OvercommittedJen @jbkrich · Aug 1, 2018
Repeating to @akaur0 and 3 others
Honestly we need to amplify. Because I'm not seeing calls for proposals or participation and as a tenure track academic I'm on every listserv and follow all the cfp blogs.

Aman @akaur0
Talk to @lellyjz who's also interested in alternatives to pricey professional development groups and meetings.
#critlib

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#critlib

Carrie On, My Wade-ward Son @TheG... · Aug 1, 2018
A3: I want to say that there are some great councilors doing amazing work to swing others and amplify our voices on this. I'm glad we're at least getting another vote on it. But otherwise, it has been disheartening and frustrating.
#critlib

K.G. Schneider @kgs
Really? Because I see this as a huge learning opportunity for #alacouncil and that the upcoming vote will rescind the vote. People can learn. If I didn't believe that I wouldn't be a librarian. #critlib (and I'm not sure what a critlib is :-))

Carrie On, My Wade-ward Son @TheG... · Aug 1, 2018
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Even with Tweetdeck, a lively chat is waaay too much for me to follow. It takes me a while to mindfully read another person’s tweet, then figure out whether & how to respond. I’m just trying to accept that everyone has limitations. #critlib convos can continue past the chat, too!
Caroline @txttimes3

Trying to keep an eye on #critlib in solidarity while attending #APLIC18 in Australia. In the wake of #NoHateALA my #NoRoomForRacism badge has taken on a whole new literal meaning.

Violet Fox @violetbfox

Welcome, @kgs! There's a three-sentence summary of #critlib at critlib.org/about, though you'll find quite a variety of perspectives on library issues within any critlib gathering, in real life or on the twitters.

K.G. Schneider @kgs · Aug 1, 2018

Replying to @TheGnarrator

Really? Because I see this as a huge learning opportunity for #alacouncil and that the upcoming vote will rescind the vote. People can learn. If I didn’t believe that I wouldn’t be a librarian. #critlib (and I'm not sure what a critlib is :-) )
Tonight's #critlib chat was such a nice counter to my former manager's comments on the topic two weeks ago. Later in the thread, she silenced me by blocking me. Some librarians, particularly those who benefit from the status quo, may or may not see the problem with OIFs BoR.

I wish librarians would approach their board or Director and work on a policy for their library that reflects alternative (better) values. Too much tweeting and bitching about it and not enough action. Our policy does not allow hate. If yours does—change it.

I'm really disappointed to hear that from you, of all the people I know. Mine doesn't allow it either and yet that doesn't change what this means for people like me. This is why librarianship isn't considered inclusive and
Violet Fox @violetbfox

I hear you, and I recognize it's a double-edged sword, but when people are free to disregard the strongly held opinions arguing for inclusion because more of those workers are unable to afford ALA membership, then that's a problem. #critlib

K.G. Schneider @kgs · Aug 1, 2018

Replying to @violetbfox

Except that approach doesn't allow for expansion. I ran for my 5th term as ALA Councilor based on my goals for serving ALA members. But I also see how important it is to hear all librarians and library workers in this situation. #critlib

Aman @akaur0

Not every student can afford to pay membership dues or purchase tickets for events, but the uni can consider billing stu orgs for additional security needed at events, outside of the normal service that the uni already provides. This would need to be consistent #NoHateALA #critlib

Kate Deibel @metageeky · Aug 1, 2018

Replying to @akaur0

Honestly, I think the student groups should have to pay for it if the uni deems security is necessary.
If people are able to clarify that ALA Council are not interested in their perspectives (because they're not members), then they have the knowledge they need to take action in other ways (which may include, e.g., divesting from ALA & forming alternate organization). #critlib

I hear you, and I recognize it's a double-edged sword, but when people are free to disregard the strongly held opinions arguing for inclusion because more of those workers are unable to afford ALA membership, then that's a problem. #critlib

I agree with you. The student groups sponsoring events that need security beyond what the university already provides should have been billed. #NoHateALA #critlib

I admit I have bias on this issue due to the Milo Y incident at UW when I was there and how the administration ignored concerns of many campus groups. In that case, the sponsoring groups should have had to pay for some/all of security.
As an ALA member, I participate in ALA governance to represent ALA members. That doesn't mean I don't care about other library workers. But why not focus on bringing voice to ALA? Shareholder power? #critlib

If people are able to clarify that ALA Council are not interested in their perspectives (because they're not members), then they have the knowledge they need to take action in other ways (which may include, e.g., divesting from ALA & forming alternate organization). #critlib

#critlib I wasn't able to participate in realtime this evening. Grateful to be able to read through. It will never be enough for just me to say it but I am so sorry to see that person after person has been/continues to be wounded/hurt/etc by their own professional organization.

I'm a life member of ALA. I believe we need a strong national organization. We cannot be that organization w/o examination of the oppression that has been/continues to be enacted, intentionally changing, and -yes- making reparations. #critlib
Lisa Hinchliffe
@lisalibrarian

Bc some members of ALA Council are actively rejecting that voice and saying it isn't welcome if it isn't spoken by an ALA member ID? #critlib

K.G. Schneider
@kgs

Council has ca. 180 members. Very few voices are saying that. #critlib

Lisa Hinchliffe
@lisalibrarian

Yet, some are. One person can make a space unwelcoming, even unsafe. And, honestly, most ppl on Council aren't saying anything. Silence rather than countering those exclusionary messages. #critlib
Libraries: spaces & people resisting the ‘hostile environment’ #critlib #NoHateALA
twitter.com/MichaelRosenYe...

'Me hostile environment' - or 'xenophobic discrimination' as we now understand the phrase to mean: How the hostile environment crept into our schools, hospitals and homes theguardian.com/uk-news/2018/a...
New deadline! You have more time to create a page for the Never Neutral Zine. August 5th!! #NoHateALA #ZineLove #critlib twitter.com/figthistlebook...

Amanda Roper @figthistlebooks
I'm Amanda from Gainesville, GA. I work in an academic library and I'm an MLIS student. I extended the deadline for the Never Neutral Zine in response to ALA. I'm taking subs until 8/5. #critlib

Never Neutral

a zine resisting hate groups in libraries
Call for submissions!
- Non-fiction essays can be personal or explore larger theoretical, historical, or legal frameworks.
- Poetry, art and photography
- Word or JPEG subs preferred. Page specs are 8.5x5.5
- QUEER AND/OR PoC ARE ENCOURAGED TO SUBMIT!

Digital copies will be emailed in early August for printing and distribution
Email submissions to resistzines@gmail.com
DEADLINE 7/31