

# #critlib 2019-09-24: #snaprt joint chat

111 Items

A joint chat between critlib and the Students and New Archives Professionals (SNAP) section of the Society of American Archivists (SAA), September 24 2019, moderated by @kcrowe



**SNAP Section**

@SNAP\_Section



TONIGHT! 9PM/ET [#snaprt](#) [#critlib](#) [#critarch](#)  
[twitter.com/SNAP\\_Section/s...](https://twitter.com/SNAP_Section/s...)

**SNAP Section** @SNAP\_Section

Please join the SAA Students and New Archives Professionals Section and critlib for the next [#snaprt](#) and [#critlib](#) Twitter chat on Tuesday, September 24 at 9pm ET. Join us as we discuss labor issues in archives including contingent labor and salary transparency.

♡ 6 12:45 PM - Sep 24, 2019



[See SNAP Section's other Tweets](#)



**Kate Crowe** 🌿🍂🍁

@kcrowe



Hey friends! A note for the [#critlib](#)/[#snaprt](#)/[#critarch](#) chat tonight on labor in archives - all the questions will be coming from the [@SNAP\\_Section](#) account. To participate anonymously, you can DM that account or thru the [@critlib\\_anon](#) form here: [critlib.org/anon/](https://critlib.org/anon/) <3

♡ 5 12:10 AM - Sep 25, 2019



[See Kate Crowe 🌿🍂🍁's other Tweets](#)





**Kate Crowe** 🌿🍂🍁 @kcrowe · Sep 25, 2019



Hey friends! A note for the [#critlib](#)/[#snaprt](#)/[#critarch](#) chat tonight on labor in archives - all the questions will be coming from the [@SNAP\\_Section](#) account. To participate anonymously, you can DM that account or thru the [@critlib\\_anon](#) form here: [critlib.org/anon/](http://critlib.org/anon/) <3



**Kate Crowe** 🌿🍂🍁  
@kcrowe

We're doing things a little diff from [#snaprt](#) and [#critlib](#) usual practice-usually critlib mods will tweet out the q's - this time, we're taking advantage of SNAP's Hootsuite account). Instead of 8 PM ET, we're doing 9, more in line w/critlib norms. Excited to see how this goes!

♡ 3 12:17 AM - Sep 25, 2019



[See Kate Crowe](#) 🌿🍂🍁's other Tweets



**SNAP Section**  
@SNAP\_Section



Welcome everyone! Tonight we'll be discussing labor issues in archives & librarianship. Feel free to introduce yourselves before we get started. Please include [#critlib](#) [#snaprt](#) [#critarch](#) to your responses so we can all follow along. Also include question number in your answers 🙏

♡ 18 1:00 AM - Sep 25, 2019



[See SNAP Section's](#) other Tweets



**Kate Crowe** 🌿🍂🍁  
@kcrowe



Hi folks! I'm an academic archivist in Denver and I have participated in [#critlib](#) and [#snaprt](#) for years and I'm so excited that we get to combine them today and get a little [#critarch](#) going!

♡ 21 1:02 AM - Sep 25, 2019



[See Kate Crowe](#) 🌿🍂🍁's other Tweets





**Kate Deibel**  
@metageeky



I just edited the @critlib\_anon relay to use all of the hashtags #critlib #snaprt #critarch

♡ 2 1:04 AM - Sep 25, 2019



[See Kate Deibel's other Tweets](#)



**Kate Deibel**  
@metageeky



So hi #critlib #snaprt #critarch. I'm Kate from Syracuse where I do inclusion and accessibility work. I'm not an archivist so probably mostly lurking tonight.

♡ 6 1:05 AM - Sep 25, 2019



[See Kate Deibel's other Tweets](#)



**Dual Provision** 🧠  
@violetbfox



Hi #critlib #snaprt #critarch I'm Violet, formerly a cataloging librarian in mid-Minnesota, now non-profit-ish. My internet seems slow tonight but I'll chime in as I'm able.

♡ 9 1:06 AM - Sep 25, 2019



[See Dual Provision 🧠's other Tweets](#)



**Kate Crowe** 🌿🍁 @kcrowe · Sep 25, 2019



Hi folks! I'm an academic archivist in Denver and I have participated in #critlib and #snaprt for years and I'm so excited that we get to combine them today and get a little #critarch going!



**SNAP Section**  
@SNAP\_Section

It's great to collaborate on such an important chat. Feeling #blessed to partner with #critlib and #critarch.

♡ 3 1:07 AM - Sep 25, 2019



[See SNAP Section's other Tweets](#)





**anonymous critlib**

@critlib\_anon



Feel free to use the anonymous relay at [critlib.org/anon/](https://critlib.org/anon/) to participate freely without identifying yourself. #critlib #critarch #snaprt

♡ 2 1:08 AM - Sep 25, 2019



[See anonymous critlib's other Tweets](#)



**SNAP Section**

@SNAP\_Section



Q1. What can archivists & librarians do to create greater solidarity in our professions? #critlib #snaprt #critarch

♡ 10 1:10 AM - Sep 25, 2019



[See SNAP Section's other Tweets](#)



**Dual Provision** 🧠

@violetbfox



You can find tonight's #critlib #snaprt #critarch chat questions at [critlib.org/snaprt-joint-c...](https://critlib.org/snaprt-joint-c...) And the @SNAP\_Section account will be tweeting them out. Happy for participation from all!

♡ 8 1:10 AM - Sep 25, 2019



[See Dual Provision 🧠's other Tweets](#)



**Organizing LIS**

@OrganizingLIS



Tonight's #critlib #snaprt #critarch chat on labor issues in archives + libraries is just getting started! ✨ Follow @SNAP\_Section for the prompts, and a big shout out to @kcrowe for initiating~ cc: #DLFLabor #LISprecarity #LISLabor 🙌 [twitter.com/SNAP\\_Section/s...](https://twitter.com/SNAP_Section/s...)

**SNAP Section** @SNAP\_Section

Welcome everyone! Tonight we'll be discussing labor issues in archives & librarianship. Feel free to introduce yourselves before we get started. Please include #critlib #snaprt #critarch to your responses so we can all follow along. Also include question number in your answers 🙌

♡ 11 1:11 AM - Sep 25, 2019



[See Organizing LIS's other Tweets](#)





**Kate Crowe** 🌿🍂🍁  
@kcrowe



Concur! I don't want to speak for everyone, but I personally would love to hear from people in libraries and archives (hell, museums too) re: labor issues - all are welcome to weigh in! [#snaprt](#) [#critlib](#) [#critarch](#)  
[twitter.com/violetbfox/sta...](https://twitter.com/violetbfox/status/1171111111)

**Dual Provision** 🧠 @violetbfox

You can find tonight's [#critlib](#) [#snaprt](#) [#critarch](#) chat questions at [critlib.org/snaprt-joint-c....](https://critlib.org/snaprt-joint-c...) And the [@SNAP\\_Section](#) account will be tweeting them out. Happy for participation from all!

♡ 13 1:11 AM - Sep 25, 2019



[See Kate Crowe](#) 🌿🍂🍁's other Tweets



**Dual Provision** 🧠  
@violetbfox



A1. Recognize the patterns that underlie so much of the unemployment, underemployment, precarious positions, and unhealthy workplaces in our profession. It's not just an individual's bad luck or poor decisions. [#critlib](#) [#snaprt](#) [#critarch](#) [twitter.com/SNAP\\_Section/s...](https://twitter.com/SNAP_Section/status/1171111111)

**SNAP Section** @SNAP\_Section

Q1. What can archivists & librarians do to create greater solidarity in our professions? [#critlib](#) [#snaprt](#) [#critarch](#)

♡ 52 1:13 AM - Sep 25, 2019



[See Dual Provision](#) 🧠's other Tweets





**Kate Crowe** 🌿🍂🍁  
@kcrowe



A1. Yes! Recognizing these issues as systemic rather than the result of "personal responsibility" is so important. #snaprt #critarch #critlib  
[twitter.com/violetbfox/sta...](https://twitter.com/violetbfox/sta...)

**Dual Provision** 🧠 @violetbfox

A1. Recognize the patterns that underlie so much of the unemployment, underemployment, precarious positions, and unhealthy workplaces in our profession. It's not just an individual's bad luck or poor decisions. #critlib #snaprt #critarch [twitter.com/SNAP\\_Section/s...](https://twitter.com/SNAP_Section/s...)

♡ 12 1:15 AM - Sep 25, 2019



[See Kate Crowe](#) 🌿🍂🍁's other Tweets



**Kate Deibel**  
@metageeky



A1 Don't just be allies. Be accomplices. This means don't just provide rah rah cheer support but take risks together and face the consequences together. #critlib #critarch #snaprt

♡ 27 1:15 AM - Sep 25, 2019



[See Kate Deibel's other Tweets](#)



**SNAP Section** @SNAP\_Section · Sep 25, 2019



Q1. What can archivists & librarians do to create greater solidarity in our professions? #critlib #snaprt #critarch



**Allana**  
@allanaaaaaaa

a1. start from the ground up - with volunteers, interns, and the degree & certification programs. get the entire next generation expecting better! (and quit the crab mentality) #critlib #critarch #snaprt

♡ 11 1:15 AM - Sep 25, 2019



[See Allana's other Tweets](#)





**jess** 🌹  
@destreservation



A1. Share your salary with your coworkers. ID and try to push solutions for everyday exploitation at your POW. Talk about labor issues openly with others to build solidarity! #snaprt #critarch #critlib

♡ 32 1:16 AM - Sep 25, 2019



See jess 🌹's other Tweets



**Dual Provision** 🧠  
@violetbfox



A1. (cont.) Speak up when library positions anywhere are in jeopardy. See, for example, the four tenured librarians that are being laid off at St Cloud State University and the reaction at #SaveSCSU\_Library. #critlib #snaprt #critarch twitter.com/SNAP\_Section/s...

**SNAP Section** @SNAP\_Section

Q1. What can archivists & librarians do to create greater solidarity in our professions? #critlib #snaprt #critarch

♡ 32 1:16 AM - Sep 25, 2019



See Dual Provision 🧠's other Tweets



**SNAP Section**  
@SNAP\_Section



This! This to infinity and beyond. "Be accomplices." #critlib #snaprt #critarch twitter.com/metageeky/stat...

**Kate Deibel** @metageeky

A1 Don't just be allies. Be accomplices. This means don't just provide rah rah cheer support but take risks together and face the consequences together. #critlib #critarch #snaprt

♡ 12 1:17 AM - Sep 25, 2019



See SNAP Section's other Tweets





**Dr.EB**  
@LNBel



Hi [#critlib](#) [#snaprt](#) [#critarch](#) I'm Ellen urban college Spec Coll Librarian/archivist and in the leadership of our union on campus

♡ 4 1:18 AM - Sep 25, 2019



[See Dr.EB's other Tweets](#)



**anonymous critlib**  
@critlib\_anon



Recognize that attacks on beleaguered/vulnerable parts of the library (like technical services) are a precursor to broader attacks. Respond to attacks on them as if they're on you, because they soon will be. (An injury to one is an injury to all!) [#critlib](#) [#critarch](#) [#snaprt](#)

♡ 59 1:19 AM - Sep 25, 2019



[See anonymous critlib's other Tweets](#)



**SNAP Section**  
@SNAP\_Section



Q2. How do short term-funded projects in libraries & archives contribute to the perpetuation of systemic oppression in the information professions? [#critlib](#) [#snaprt](#) [#critarch](#)

♡ 20 1:20 AM - Sep 25, 2019



[See SNAP Section's other Tweets](#)





**Kate Crowe** 🌿🍂🍁  
@kcrowe



It's such a truism that it almost feels silly to keep saying it - but truly, none of us are free until all of us are free. And it's hard to envision freedom in a system like ours, but we have got to do that work together. #critlib #critarch #snaprt [twitter.com/critlib\\_anon/s...](https://twitter.com/critlib_anon/s...)

**anonymous critlib** @critlib\_anon

Recognize that attacks on beleaguered/vulnerable parts of the library (like technical services) are a precursor to broader attacks. Respond to attacks on them as if they're on you, because they soon will be. (An injury to one is an injury to all!) #critlib #critarch #snaprt

♡ 12 1:21 AM - Sep 25, 2019



[See Kate Crowe](#) 🌿🍂🍁's other Tweets



**Dual Provision** 🧠 @violetbfox · Sep 25, 2019



A1. (cont.) Speak up when library positions anywhere are in jeopardy. See, for example, the four tenured librarians that are being laid off at St Cloud State University and the reaction at #SaveSCSU\_Library. #critlib #snaprt #critarch [twitter.com/SNAP\\_Section/s...](https://twitter.com/SNAP_Section/s...)

**SNAP Section** @SNAP\_Section

Q1. What can archivists & librarians do to create greater solidarity in our professions? #critlib #snaprt #critarch



**Dual Provision** 🧠  
@violetbfox

@EamonTewell's excellent thread from a few days ago has examples of demonstrating solidarity, including writing letters and using the power of any organizations you're a part of. Take advantage of the communities you've built! [twitter.com/EamonTewell/st...](https://twitter.com/EamonTewell/st...) #critlib #snaprt #critarch

**Eamon Tewell** @EamonTewell

Please read this by @bfister on #saveSCSU\_library and the ways library labor is systematically discounted, and then consider how you can support @stcloudstate librarians and faculty being targeted! [insidehighered.com/blogs/library-...](https://insidehighered.com/blogs/library-...)

♡ 9 1:21 AM - Sep 25, 2019



[See Dual Provision](#) 🧠's other Tweets





**Kate Deibel**  
@metageeky



A2 From an IDEA perspective, short-term projects just show that you care about diversity for that short-term. Yay! You have a Black History Month display. What about the other eleven months? [#critlib](#) [#critarch](#) [#snaprt](#)

♡ 14 1:22 AM - Sep 25, 2019



[See Kate Deibel's other Tweets](#)



**frannyspook**  
@frannypak



What does solidarity mean in this sentence? Like, between librarians and archivists? Or among our coworkers in our institutions? [#critarch](#) [#critlib](#) [twitter.com/SNAP\\_Section/s...](https://twitter.com/SNAP_Section/s...)

**SNAP Section** @SNAP\_Section

Q1. What can archivists & librarians do to create greater solidarity in our professions? [#critlib](#) [#snaprt](#) [#critarch](#)

♡ 4 1:22 AM - Sep 25, 2019



[See frannyspook's other Tweets](#)



**Dr.EB**  
@LNBel



A1 if in union, advocate for needs of contingent library workers in the demands put forward by librarian affinity groups to bargaining team. [#CRITLIB](#) [#snaprt](#) [#Critarch](#)

♡ 7 1:22 AM - Sep 25, 2019



[See Dr.EB's other Tweets](#)





**Kate Crowe** 🌿🍂🍁  
@kcrowe



A2. I do not have a good answer to this one, but this q has appeared again and again in my mind, and I was excited to address it as a community - so many of our grants, our postdocs, our temp positions are where "EDI/A" work lives, & that's not ok. #snaprt #critlib #critarch [twitter.com/SNAP\\_Section/s...](https://twitter.com/SNAP_Section/s...)

**SNAP Section** @SNAP\_Section

Q2. How do short term-funded projects in libraries & archives contribute to the perpetuation of systemic oppression in the information professions? #critlib #snaprt #critarch

♡ 6 1:23 AM - Sep 25, 2019



[See Kate Crowe](#) 🌿🍂🍁's other Tweets



**Robin Desmeules**  
@RobinDesmeules



Good evening #critlib #snaprt #critarch I'm a cataloguing librarian in Montreal.

♡ 9 1:23 AM - Sep 25, 2019



[See Robin Desmeules's other Tweets](#)



**Kate Deibel** @metageeky · Sep 25, 2019



A2 From an IDEA perspective, short-term projects just show that you care about diversity for that short-term. Yay! You have a Black History Month display. What about the other eleven months? #critlib #critarch #snaprt



**Kate Deibel**  
@metageeky

Funding one residency librarian means you did that once. Funding a local diversity history archive project starts some momentum and then it just... stops. #critlib #critarch #snaprt

♡ 9 1:24 AM - Sep 25, 2019



[See Kate Deibel's other Tweets](#)





**jess** 🌹  
@destreservation



A2. Many ways but 1 is it literally stunts your professional growth because you're spending more energy campaigning for a job than being able to focus deeply, learn, and develop professionally. #snaprt #critarch #critlib

♡ 7 1:25 AM - Sep 25, 2019



See **jess** 🌹's other Tweets



**Vanessa Reyes**  
@Reyes\_Vanessa\_



Hi everyone I'm an Instructor at the USF iSchool This is my first time attending a #critlib and #snaprt tweet session. I'm looking forward to ongoing conversations on Labor Issues in Archives #critarch

♡ 3 1:26 AM - Sep 25, 2019



See **Vanessa Reyes**'s other Tweets



**jess** 🌹 @destreservation · Sep 25, 2019



A2. Many ways but 1 is it literally stunts your professional growth because you're spending more energy campaigning for a job than being able to focus deeply, learn, and develop professionally. #snaprt #critarch #critlib



**Kate Deibel**  
@metageeky

Oh god yes! Constantly having to serve on job search committees is such a time drain! #critlib #critarch #snaprt

♡ 3 1:27 AM - Sep 25, 2019



See **Kate Deibel**'s other Tweets





**Kate Deibel** @metageeky · Sep 25, 2019



Replying to @metageeky

Funding one residency librarian means you did that once. Funding a local diversity history archive project starts some momentum and then it just... stops. #critlib #critarch #snaprt



**Librarian, KN4IJM**

@klmccook

Incorporate use of diversity archives into library instruction classes. #critlib #critarch #snaprt

♡ 4 1:27 AM - Sep 25, 2019



[See Librarian, KN4IJM's other Tweets](#)



**frannyspook** @frannypak · Sep 25, 2019



What does solidarity mean in this sentence? Like, between librarians and archivists? Or among our coworkers in our institutions? #critarch #critlib [twitter.com/SNAP\\_Section/s...](https://twitter.com/SNAP_Section/s...)

**SNAP Section** @SNAP\_Section

Q1. What can archivists & librarians do to create greater solidarity in our professions? #critlib #snaprt #critarch



**Dual Provision** 🧠

@violetbfox

I think both? As well as between librarians and archivists at other institutions? #critlib #snaprt #critarch

♡ 5 1:28 AM - Sep 25, 2019



[See Dual Provision 🧠's other Tweets](#)



**Kate Deibel**

@metageeky



With this in mind, look at student projects that could help showcase local history (especial diversity related) to the community. #critlib #critarch #snaprt [twitter.com/klmccook/statu...](https://twitter.com/klmccook/statu...)

**Librarian, KN4IJM** @klmccook

Replying to @metageeky

Incorporate use of diversity archives into library instruction classes. #critlib #critarch #snaprt

♡ 3 1:29 AM - Sep 25, 2019



[See Kate Deibel's other Tweets](#)





**Dual Provision** 🧠 @violetbfox



lol forgot the hashtags I should be better at this by now!  
[#critlib](#) [#snaprt](#) [#critarch](#) [twitter.com/violetbfox/sta...](#)

**Dual Provision** 🧠 @violetbfox

A2. Short-term projects demonstrate lack of commitment to the long-term relationship building that is an essential part of being a healthy part of our communities. "Hit it and quit it" isn't a good model for long-term growth.  
[twitter.com/SNAP\\_Section/s...](#)

♡ 6 1:29 AM - Sep 25, 2019



[See Dual Provision](#) 🧠's other Tweets



**SNAP Section**  
@SNAP\_Section



Q3. How can library & archives organizations advocate for & mitigate harm to workers? [#critlib](#) [#snaprt](#) [#critarch](#)

♡ 9 1:30 AM - Sep 25, 2019



[See SNAP Section's](#) other Tweets



**Dual Provision** 🧠 @violetbfox · Sep 25, 2019



Replying to @frannypak

I think both? As well as between librarians and archivists at other institutions? [#critlib](#) [#snaprt](#) [#critarch](#)



**Kate Crowe** 🌿🍂🍁  
@kcrowe

I tried to write it as broadly as possible - both within our distinct disciplines, but also within how we think about solidarity across those professions (and again, I tend to loop in museums as well, which sometimes works and sometimes doesn't). [#snaprt](#) [#critlib](#) [#critarch](#)

♡ 4 1:31 AM - Sep 25, 2019



[See Kate Crowe](#) 🌿🍂🍁's other Tweets





**Kate Deibel**  
@metageeky



I'm putting on my serious job hat here.  
\* Read up on mandatory reporting  
\* Apply that to Title IX and Discrimination Policies  
\* Don't push it merely up to your supervisor  
\* Take it directly to the offices meant to handle them  
[#critlib](#) [#critarch](#) [#snaprt](#)  
[twitter.com/SNAP\\_Section/s...](https://twitter.com/SNAP_Section/s...)

**SNAP Section** @SNAP\_Section  
Q3. How can library & archives organizations advocate for & mitigate harm to workers? [#critlib](#) [#snaprt](#) [#critarch](#)

♡ 17 1:31 AM - Sep 25, 2019



[See Kate Deibel's other Tweets](#)



**jess** 🌹  
@destreservation



A1. Another thought- form coalitions especially with LIS faculty who have a lot of influence on new professionals and planting the seeds that shape our profession's culture [#snaprt](#) [#critarch](#) [#critlib](#)

♡ 6 1:31 AM - Sep 25, 2019



[See jess 🌹's other Tweets](#)



**SNAP Section** @SNAP\_Section · Sep 25, 2019



Q3. How can library & archives organizations advocate for & mitigate harm to workers? [#critlib](#) [#snaprt](#) [#critarch](#)



**Allana**  
@allanaaaaaaa

q3. become a national union of heritage workers [#snaprt](#) [#critarch](#) [#critlib](#)

♡ 14 1:32 AM - Sep 25, 2019



[See Allana's other Tweets](#)





**Robin Desmeules**  
@RobinDesmeules



A.2 change takes time, and it has to be wide reaching. We can't expect a single person to bear the brunt of that change, especially not on limited term. #snaprt #critlib #critarch

♡ 4 1:33 AM - Sep 25, 2019



See Robin Desmeules's other Tweets



**Allana** @allanaaaaaaa · Sep 25, 2019



Replying to @SNAP\_Section @OrganizingLIS

q3. become a national union of heritage workers #snaprt #critarch #critlib



**Allana**  
@allanaaaaaaa

q3. provide a robust channel for reporting workplace harms, and offer advocacy for & support to workers #critlib #critlib #snaprt

♡ 7 1:33 AM - Sep 25, 2019



See Allana's other Tweets



**Sandy Rodriguez**  
@audiocat7



A1. THIS! Neoliberalism & white supremacy culture divide thru competitive individualism. Becoming conscious of assumptions built into work cultures is a necessary first step to solidarity. We need to see how connected we are & build power together. #critlib #snaprt #critarch [twitter.com/violetbfox/sta...](https://twitter.com/violetbfox/status/1168111111)

**Dual Provision** 🧠 @violetbfox

A1. Recognize the patterns that underlie so much of the unemployment, underemployment, precarious positions, and unhealthy workplaces in our profession. It's not just an individual's bad luck or poor decisions. #critlib #snaprt #critarch [twitter.com/SNAP\\_Section/s...](https://twitter.com/SNAP_Section/status/1168111111)

♡ 38 1:33 AM - Sep 25, 2019



See Sandy Rodriguez's other Tweets





**Kate Deibel** @metageeky · Sep 25, 2019



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  - \* Apply that to Title IX and Discrimination Policies
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- #critlib #critarch #snaprt  
[twitter.com/SNAP\\_Section/s...](https://twitter.com/SNAP_Section/s...)

**SNAP Section** @SNAP\_Section

Q3. How can library & archives organizations advocate for & mitigate harm to workers? #critlib #snaprt #critarch



**Kate Deibel**  
@metageeky

We need to be better supporters and safety nets of all of us. Entrenched old beliefs and bad actors exist and we can only fight them if we challenge them. Make the laws and regulations work for us. #critlib #critarch #snaprt

♥ 13 1:34 AM - Sep 25, 2019



[See Kate Deibel's other Tweets](#)



**Kate Crowe** 🌿🍂🍁  
@kcrowe



I will add from my own 'serious job hat' - if you know an HR person that you trust, even if they're not in your unit (sometimes especially if not, if things are real bad), seek them out - & be aware of what mandatory reporting entails depending on yr q. #snaprt #critlib #critarch  
[twitter.com/metageeky/stat...](https://twitter.com/metageeky/stat...)

**Kate Deibel** @metageeky

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[twitter.com/SNAP\\_Section/s...](https://twitter.com/SNAP_Section/s...)

♥ 6 1:34 AM - Sep 25, 2019



[See Kate Crowe 🌿🍂🍁's other Tweets](#)





**Allana** @allanaaaaaaaa · Sep 25, 2019



Replying to @allanaaaaaaaa and 2 others

q3. provide a robust channel for reporting workplace harms, and offer advocacy for & support to workers  
[#critlib](#) [#critlib](#) [#snaprt](#)



**Allana**

@allanaaaaaaaa

q3. don't be afraid, as an organization, to publicly call out bad workplaces, or do such concrete things as refuse to advertise their jobs, and support their staff in their job hunts.

if not our national associations, who? [#snaprt](#) [#critlib](#)  
[#critarch](#)

♡ 7 1:35 AM - Sep 25, 2019



[See Allana's other Tweets](#)



**Kate Deibel** @metageeky · Sep 25, 2019



Replying to @metageeky

We need to be better supporters and safety nets of all of us. Entrenched old beliefs and bad actors exist and we can only fight them if we challenge them. Make the laws and regulations work for us. [#critlib](#) [#critarch](#) [#snaprt](#)



**Kate Deibel**

@metageeky

I've seen too many good people drop out, go quiet, leave positions, and worse because they did not trust the systems to help. It's not simply something mentoring can fix. We need all hands on deck. [#critlib](#) [#critarch](#)  
[#snaprt](#)

♡ 22 1:36 AM - Sep 25, 2019



[See Kate Deibel's other Tweets](#)





**Kate Crowe** 🌿🍂🍁 @kcrowe · Sep 25, 2019



I will add from my own 'serious job hat' - if you know an HR person that you trust, even if they're not in your unit (sometimes especially if not, if things are real bad), seek them out - & be aware of what mandatory reporting entails depending on yr q. #snaprt #critlib #critarch [twitter.com/metageeky/stat...](https://twitter.com/metageeky/stat...)

**Kate Deibel** @metageeky

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  - \* Take it directly to the offices meant to handle them #critlib #critarch #snaprt
- [twitter.com/SNAP\\_Section/s...](https://twitter.com/SNAP_Section/s...)



**Kate Crowe** 🌿🍂🍁 @kcrowe

Also, if you and I follow each other and you ever want to just DM a sympathetic person and talk through a complicated issue (even if it requires phone follow-up) I am HAPPY TO DO IT. #critlib #critarch #snaprt

♡ 12 1:36 AM - Sep 25, 2019



[See Kate Crowe](#) 🌿🍂🍁's other Tweets



**Kate Deibel** @metageeky · Sep 25, 2019



Replying to @destreservation

Oh god yes! Constantly having to serve on job search committees is such a time drain! #critlib #critarch #snaprt



**Librarian, KN4IJM** @klmccook

But if there is no one with an eye on these issues they will not be addressed. At least submit concerns for EDI to committees. Read the minutes. #critlib #critarch #snaprt

♡ 8 1:37 AM - Sep 25, 2019



[See Librarian, KN4IJM's other Tweets](#)





**Sandy Rodriguez** @audiocat7 · Sep 25, 2019



A1. THIS! Neoliberalism & white supremacy culture divide thru competitive individualism. Becoming conscious of assumptions built into work cultures is a necessary first step to solidarity. We need to see how connected we are & build power together. #critlib #snaprt #critarch [twitter.com/violetbfox/sta...](https://twitter.com/violetbfox/sta...)

**Dual Provision** 🧠 @violetbfox

A1. Recognize the patterns that underlie so much of the unemployment, underemployment, precarious positions, and unhealthy workplaces in our profession. It's not just an individual's bad luck or poor decisions. #critlib #snaprt #critarch [twitter.com/SNAP\\_Section/s...](https://twitter.com/SNAP_Section/s...)



**Sandy Rodriguez**  
@audiocat7

A1. It also necessitates a recognition of where we each hold power and privilege. That's where situating yourself into a larger context of social norms and a deeper understanding of equity comes in. It's hard, but necessary for solidarity. #critlib #snaprt #critarch

♡ 19 1:37 AM - Sep 25, 2019



[See Sandy Rodriguez's other Tweets](#)



**Allana** @allanaaaaaaaa · Sep 25, 2019



Replying to @SNAP\_Section @OrganizingLIS

q3. become a national union of heritage workers #snaprt #critarch #critlib



**Lauren G**  
@laurenbgood

My question: how to handle right to work vs union friendly states? I'm part of @CWA6186 for state of Texas workers, including public unis, and I love it. But does it function differently than a union with contracts and collective bargaining? 1/2 #snaprt #critarch #critlib

♡ 6 1:37 AM - Sep 25, 2019 · San Marcos, TX



[See Lauren G's other Tweets](#)





**Librarian, KN4IJM** @klmccook · Sep 25, 2019



Replying to @metageeky @destreservation

But if there is no one with an eye on these issues they will not be addressed. At least submit concerns for EDI to committees. Read the minutes. #critlib #critarch #snaprt



**Kate Deibel**

@metageeky

Exactly. Make your whole library implement IDEA (don't forget Access) practices during the hiring process, including planning future hiring. #critlib #critarch #snaprt

♡ 8 1:38 AM - Sep 25, 2019



[See Kate Deibel's other Tweets](#)



**Lauren G** @laurenbgood · Sep 25, 2019



Replying to @allanaaaaaaa and 2 others

My question: how to handle right to work vs union friendly states? I'm part of @CWA6186 for state of Texas workers, including public unis, and I love it. But does it function differently than a union with contracts and collective bargaining? 1/2 #snaprt #critarch #critlib



**Lauren G**

@laurenbgood

Asking bc unions are super useful but I don't fully understand the difference bt the two types. 2/2 #snaprt #critarch #critlib

♡ 5 1:38 AM - Sep 25, 2019



[See Lauren G's other Tweets](#)



**anonymous critlib**

@critlib\_anon



There are so many people in leadership positions who are terrible. Harmful. Unqualified. We have to do more to make sure that terrible people aren't our leaders.

#critlib #critarch #snaprt

♡ 31 1:39 AM - Sep 25, 2019



[See anonymous critlib's other Tweets](#)





**Robin Desmeules**  
@RobinDesmeules



A.3 value collective agreements, stop precarious employment, unionize if you can h/t @allanaaaaaaa #saprt #critlib #critarch twitter.com/snap\_section/s...

**SNAP Section** @SNAP\_Section

Q3. How can library & archives organizations advocate for & mitigate harm to workers? #critlib #snaprt #critarch

♡ 1 1:39 AM - Sep 25, 2019



See Robin Desmeules's other Tweets



**SNAP Section**  
@SNAP\_Section



Q4. How can archivists & librarians shift the perception of contingent work as necessary? #critlib #snaprt #critarch

♡ 9 1:40 AM - Sep 25, 2019



See SNAP Section's other Tweets



**anonymous critlib**  
@critlib\_anon



At MPOW, I know that five staff members were approached by a student being stalked. None followed mandatory reporting. MPOW is not interested in confronting them. Instead just more Title IX training for everyone. #critlib #critarch #snaprt

♡ 2 1:41 AM - Sep 25, 2019



See anonymous critlib's other Tweets



**jess** 🌹  
@destreservation



A3. Refuse to post jobs that are exploitative, call orgs out that exploit workers & refuse sponsorship \$\$ from them, provide support to exploited workers, tie labor to accreditation, make fair labor a value/tie to membership eligibility, code of conduct #snaprt #critarch #critlib

♡ 22 1:41 AM - Sep 25, 2019



See jess 🌹's other Tweets





**Kate Crowe** 🌿🍂🍁  
@kcrowe



I would say on top of this, we need to think about how positions all the way up and down the ladder can become more equitable. Speaking only for myself, as the child of a senior admin, I saw the toll it takes to be a present, competent admin, and 1/2 [#critlib](#) [#critarch](#) [#snaprt](#) [twitter.com/critlib\\_anon/s...](https://twitter.com/critlib_anon/s...)

**anonymous critlib** @critlib\_anon

There are so many people in leadership positions who are terrible. Harmful. Unqualified. We have to do more to make sure that terrible people aren't our leaders. [#critlib](#) [#critarch](#) [#snaprt](#)

♡ 26 1:41 AM - Sep 25, 2019



[See Kate Crowe](#) 🌿🍂🍁's other Tweets



**anonymous critlib**  
@critlib\_anon



I doubt those five people will see themselves as having failed that student. [#critlib](#) [#critarch](#) [#snaprt](#)

♡ 2 1:42 AM - Sep 25, 2019



[See anonymous critlib's other Tweets](#)





**Kate Crowe** 🌿🍂🍁 @kcrowe · Sep 25, 2019



I would say on top of this, we need to think about how positions all the way up and down the ladder can become more equitable. Speaking only for myself, as the child of a senior admin, I saw the toll it takes to be a present, competent admin, and 1/2 #critlib #critarch #snaprt [twitter.com/critlib\\_anon/s...](https://twitter.com/critlib_anon/s...)

**anonymous critlib** @critlib\_anon

There are so many people in leadership positions who are terrible. Harmful. Unqualified. We have to do more to make sure that terrible people aren't our leaders. #critlib #critarch #snaprt



**Kate Crowe** 🌿🍂🍁 @kcrowe

I want it to be possible for people who are the ones I want to be my leaders to actually do these jobs without it requiring them to completely sacrifice their personal lives. #critarch #critlib #snaprt

♡ 21 1:43 AM - Sep 25, 2019



[See Kate Crowe](#) 🌿🍂🍁's other Tweets



**Dual Provision** 🦋 @violetbfox



A4. Accepting the fact that the profession will never move the needle on bringing more diversity into the profession if we continue to have jobs that only middle & upper class people can afford to work in. #critlib #snaprt #critarch [twitter.com/SNAP\\_Section/s...](https://twitter.com/SNAP_Section/s...)

**SNAP Section** @SNAP\_Section

Q4. How can archivists & librarians shift the perception of contingent work as necessary? #critlib #snaprt #critarch

♡ 110 1:45 AM - Sep 25, 2019



[20 people are talking about this](#)



**19th Century Dates in Excel** @DerangeDescribe



A4 If you care about labor issues, we need you in management. (But you don't owe us that kind of work if it's not for you.) #critlib #snaprt #critarch

♡ 19 1:45 AM - Sep 25, 2019



[See 19th Century Dates in Excel's other Tweets](#)





**Kate Deibel**  
@metageeky



A4 Say no to constantly training new people on the same stuff. Fight with the numbers. #critlib #critarch #snaprt

♡ 2 1:46 AM - Sep 25, 2019



[See Kate Deibel's other Tweets](#)



**19th Century Dates in Excel** @Derang... · Sep 25, 2019

A4 If you care about labor issues, we need you in management. (But you don't owe us that kind of work if it's not for you.) #critlib #snaprt #critarch



**Kate Deibel**  
@metageeky

Thank you! I'll do anything on the front lines but not manage. #critlib #critarch #snaprt

♡ 2 1:46 AM - Sep 25, 2019



[See Kate Deibel's other Tweets](#)



**Holly Croft**  
@HollyCroft



A1. I adore the term chosen here, because implies shared responsibility for the action... and the outcomes! #critlib #snaprt #critarch [twitter.com/metageeky/stat...](https://twitter.com/metageeky/stat...)

**Kate Deibel** @metageeky

A1 Don't just be allies. Be accomplices. This means don't just provide rah rah cheer support but take risks together and face the consequences together. #critlib #critarch #snaprt

♡ 4 1:47 AM - Sep 25, 2019



[See Holly Croft's other Tweets](#)





**Jessica G.**  
@archive\_nerd



A2. It perpetuates the myth that archives work is a temporary, one-time job, instead of the enduring and ever-changing art/science/professional work that it is.  
[#critlib](#) [#snaprt](#) [#critarch](#) [twitter.com/SNAP\\_Section/s...](#)

**SNAP Section** @SNAP\_Section

Q2. How do short term-funded projects in libraries & archives contribute to the perpetuation of systemic oppression in the information professions? [#critlib](#) [#snaprt](#) [#critarch](#)

♡ 20 1:47 AM - Sep 25, 2019



[See Jessica G.'s other Tweets](#)



**frannyspook**  
@frannypak



Welp, a sector-wide union would go a helluva long way.  
[#critlib](#) [#critarch](#) [twitter.com/SNAP\\_Section/s...](#)

**SNAP Section** @SNAP\_Section

Q1. What can archivists & librarians do to create greater solidarity in our professions? [#critlib](#) [#snaprt](#) [#critarch](#)

♡ 6 1:48 AM - Sep 25, 2019



[See frannyspook's other Tweets](#)



**jess** 🌹  
@destreservation



A4. Ultimately it will prob take a large natl action to get those in power to listen. Lately I have considered talking points on innovation vs maintenance. Looking forward to more of those convos at [#miii](#) next week! [#snaprt](#) [#critarch](#) [#critlib](#)

♡ 10 1:48 AM - Sep 25, 2019



[See jess 🌹's other Tweets](#)





**Allana** @allanaaaaaaaa · Sep 25, 2019



Replying to @allanaaaaaaaa and 2 others

q3. don't be afraid, as an organization, to publicly call out bad workplaces, or do such concrete things as refuse to advertise their jobs, and support their staff in their job hunts.

if not our national associations, who? #snaprt #critlib #critarch



**Librarian, KN4IJM**

@klmccook

Librarians: ALA Allied Professional Association [ala-apa.org](http://ala-apa.org)

What is Archive Worker section in SAA? #snaprt #critlib #critarch

♡ 4 1:48 AM - Sep 25, 2019



[See Librarian, KN4IJM's other Tweets](#)



**SNAP Section** @SNAP\_Section · Sep 25, 2019



Q4. How can archivists & librarians shift the perception of contingent work as necessary? #critlib #snaprt #critarch



**Allana**

@allanaaaaaaaa

a4. if you're supervising, work hard to mentor and prepare your hire(s). give them clear deliverables that allow them to build a portfolio and make solid claims on their resumes. and offer to be a reference. #snaprt #critlib #critarch

♡ 18 1:49 AM - Sep 25, 2019



[See Allana's other Tweets](#)



**Kate Deibel**

@metageeky



A lot of these issues need to be better taken up by our professional organizations, but many of them are even worse as they rely on free labor that we pay them to do! #snaprt #critlib #critarch

♡ 7 1:49 AM - Sep 25, 2019



[See Kate Deibel's other Tweets](#)





**SNAP Section**

@SNAP\_Section



Q5. How can supervisors of early career librarians & archivists support new professionals re: labor issues?

[#critlib](#) [#snaprt](#) [#critarch](#)

♡ 11 1:50 AM - Sep 25, 2019



[See SNAP Section's other Tweets](#)



**anonymous critlib**

@critlib\_anon



Rely on staff. Believe in staff. Stop building whole ecosystems built of student assistant labor. [#critlib](#)

[#critarch](#) [#snaprt](#)

♡ 49 1:50 AM - Sep 25, 2019



[See anonymous critlib's other Tweets](#)



**Kate Deibel** @metageeky · Sep 25, 2019



I'm putting on my serious job hat here.

- \* Read up on mandatory reporting
  - \* Apply that to Title IX and Discrimination Policies
  - \* Don't push it merely up to your supervisor
  - \* Take it directly to the offices meant to handle them
- [#critlib](#) [#critarch](#) [#snaprt](#)  
[twitter.com/SNAP\\_Section/s...](https://twitter.com/SNAP_Section/s...)

**SNAP Section** @SNAP\_Section

Q3. How can library & archives organizations advocate for & mitigate harm to workers? [#critlib](#) [#snaprt](#) [#critarch](#)



**Librarian, KN4IJM**

@klmccook

Agree 100%. If they aren't watched search coms. skip steps already in place. Be a bird-dog on hiring. Be sure jobs are widely promoted REFORMA, BCALA. [#snaprt](#)

[#critlib](#) [#critarch](#)

Quote Tweet

♡ 5 1:51 AM - Sep 25, 2019



[See Librarian, KN4IJM's other Tweets](#)





**Kate Deibel** @metageeky · Sep 25, 2019



A lot of these issues need to be better taken up by our professional organizations, but many of them are even worse as they rely on free labor that we pay them to do!  
[#snaprt](#) [#critlib](#) [#critarch](#)



**Kate Deibel**  
@metageeky

We need our professional organizations to mitigate and manage costs regarding conference fees, travel, etc.  
[#snaprt](#) [#critlib](#) [#critarch](#)

♥ 8 1:51 AM - Sep 25, 2019



[See Kate Deibel's other Tweets](#)



**Lauren G** @laurenbgood · Sep 25, 2019



Replying to @allanaaaaaaa and 3 others

Haha oops! From what (little) I've heard, with union-busting laws and general trend against unions where they do have collective bargaining rights, many unions are following the right to work state models of union action. Namely, focusing on elected officials and grievances. +



**Lauren G**  
@laurenbgood

But that's for public employees.  
I still think prof orgs could follow that model of electing (gasp!) and putting pressure on state, local, and fed legislators to support our needs. 🙋 [#snaprt](#) [#critarch](#) [#critlib](#) Much more than the occasional public statement.

♥ 5 1:51 AM - Sep 25, 2019 · San Marcos, TX



[See Lauren G's other Tweets](#)





**Librarian, KN4IJM** @klmccook · Sep 25, 2019



Replying to @allanaaaaaaa and 2 others

Librarians: ALA Allied Professional Association [ala-apa.org](http://ala-apa.org)

What is Archive Worker section in SAA?#snaprt #critlib #critarch



**OrganizingLIS**

@OrganizingLIS

Within SAA, @ArchivesIssues is doing great work! There are also several labor-related initiatives underway led by SAA Council members—@rachaelcristine summarized some of these conversations in her #SAA19 recap: [archivesaware.archivists.org/2019/09/06/res...](http://archivesaware.archivists.org/2019/09/06/res...) #snaprt #critlib #critarch



**Responses & Retrospectives: Rachae...**

This is the latest post in our series Responses and Retrospectives, which features archivists' personal responses and [archivesaware.archivists.org](http://archivesaware.archivists.org)

♡ 14 1:52 AM - Sep 25, 2019



[See OrganizingLIS's other Tweets](#)



**Lauren G** @laurenbgood · Sep 25, 2019



Replying to @allanaaaaaaa and 3 others

Haha oops! From what (little) I've heard, with union-busting laws and general trend against unions where they do have collective bargaining rights, many unions are following the right to work state models of union action. Namely, focusing on elected officials and grievances. +



**Allana**

@allanaaaaaaa

so based on a \*very\* cursory googling... I think there's a lot of potential work to do to convince our colleagues that organized labour is an important and necessary part of being in the profession at all. #critlib #critarch #snaprt

♡ 11 1:52 AM - Sep 25, 2019



[See Allana's other Tweets](#)





**Kate Deibel**  
@metageeky



This! It is the legal system's responsibility to prove guilt and presume innocence. This isn't to say that you can't be critical of complaints, but one should listen to staff and hold judgment until later. #snaprt #critlib #critarch [twitter.com/critlib\\_anon/s...](https://twitter.com/critlib_anon/s...)

**anonymous critlib** @critlib\_anon

Rely on staff. Believe in staff. Stop building whole ecosystems built of student assistant labor. #critlib #critarch #snaprt

♡ 12 1:53 AM - Sep 25, 2019



[See Kate Deibel's other Tweets](#)



**Dr.EB**  
@LNBel



Or in union leadership holding mgmnt accountable to the workers #critlib #snapart #critarch [twitter.com/DerangeDescrib...](https://twitter.com/DerangeDescrib...)

**19th Century Dates in Excel** @DerangeDescribe

A4 If you care about labor issues, we need you in management. (But you don't owe us that kind of work if it's not for you.) #critlib #snaprt #critarch

♡ 4 1:54 AM - Sep 25, 2019



[See Dr.EB's other Tweets](#)



**Kate Deibel**  
@metageeky



A5. Insist on living wages and realistic benefits like health care. #snaprt #critlib #critarch

♡ 9 1:54 AM - Sep 25, 2019



[See Kate Deibel's other Tweets](#)





**Allana** @allanaaaaaaa · Sep 25, 2019



Replying to @laurenbgood and 3 others

so based on a \*very\* cursory googling... I think there's a lot of potential work to do to convince our colleagues that organized labour is an important and necessary part of being in the profession at all. #critlib #critarch #snaprt



**Allana**

@allanaaaaaaa

it's scary to think that in the year of our lord 2019 workers think they can get by without solidarity... and there will always be a few... but my impression of heritage is that most of us simply don't \*know\* what a union is and why we need them! #snaprt #critarch #critlib

♡ 10 1:55 AM - Sep 25, 2019



See Allana's other Tweets



**anonymous critlib**

@critlib\_anon



One way to support librarians at SCSU would be to haunt the Twitter feeds of @stcloudstate, @DrRobbynWacker & @SCSU\_Library w/ critical responses & questions. They're concerned about social media presence & will feel such pressure. #saveScsu\_library #critlib #critarch #snaprt

♡ 12 1:56 AM - Sep 25, 2019



See anonymous critlib's other Tweets



**Dual Provision**

@violetbfox



A5. Don't assume that early career folks know lessons that you've learned over years. Give them info they need to navigate organizations & the profession, including advice on which battles are worth fighting. Encourage them to stand up for themselves! #critlib #snaprt #critarch [twitter.com/SNAP\\_Section/s...](https://twitter.com/SNAP_Section/s...)

**SNAP Section** @SNAP\_Section

Q5. How can supervisors of early career librarians & archivists support new professionals re: labor issues? #critlib #snaprt #critarch

♡ 69 1:58 AM - Sep 25, 2019



See Dual Provision 's other Tweets





**Itza** @archiviststan · Sep 25, 2019



Replying to @archiviststan

Q4. these convos on how to pay for more staff. We know permanent staff positions aren't getting filled w/ many getting consolidated into smaller numbers. So ask (really demand to know) from your institution how can we keep doing more with less people #snaprt #critlib #critarch



**Holly Croft**

@HollyCroft

I've finally started saying, "we can't." #critlib #snaprt #critarch

♡ 10 1:58 AM - Sep 25, 2019



See Holly Croft's other Tweets



**jess**

@destreservation



A5. Advocate like hell and make sacrifices. If an administrator insists that unpaid or exploited labor is necessary to get the job done, refuse to do the job. The good we imagine archives work doing doesn't outweigh the harm of exploiting workers. #snaprt #critlib #critarch

♡ 20 1:59 AM - Sep 25, 2019



See jess 's other Tweets



**Allana** @allanaaaaaaa · Sep 25, 2019



Replying to @allanaaaaaaa and 4 others

it's scary to think that in the year of our lord 2019 workers think they can get by without solidarity... and there will always be a few... but my impression of heritage is that most of us simply don't \*know\* what a union is and why we need them! #snaprt #critarch #critlib



**Librarian, KN4IJM**

@klmccook

UNION LIBRARY WORKERS BLOG is PLG effort to document library & archive labor actions. Over 140K views. Send your news. #snaprt #critarch #critlibunionlibraryworkers.blogspot.com

♡ 14 2:00 AM - Sep 25, 2019



See Librarian, KN4IJM's other Tweets





**jess** 🌹 @destreservation · Sep 25, 2019



A5. Advocate like hell and make sacrifices. If an administrator insists that unpaid or exploited labor is necessary to get the job done, refuse to do the job. The good we imagine archives work doing doesn't outweigh the harm of exploiting workers. #snaprt #critlib #critarch



**Kate Deibel**  
@metageeky

Maybe we should include that info in the final product. Amount of overtime put on unrespected part time labor. Unfunded work. Day worked when sick. #snaprt #critlib #critarch

♡ 11 2:00 AM - Sep 25, 2019



[See Kate Deibel's other Tweets](#)



**Kate Crowe** 🌿🍂🍁  
@kcrowe



That's the end of the questions - I may be duplicating efforts with @SNAP\_Section but while the chat itself is over, please feel free to keep the conversation going! #critarch #critlib #snaprt Thank you all SO MUCH for participating! <3

♡ 14 2:03 AM - Sep 25, 2019



[See Kate Crowe 🌿🍂🍁's other Tweets](#)



**SNAP Section**  
@SNAP\_Section



That's all folks. Thanks to everyone for participating and being honest and candid. Special thanks go to @kcrowe for organizing tonight's chat. We're looking forward to many more partnerships between #critlib #critarch and #snaprt. And please keep this conversation going!

♡ 15 2:04 AM - Sep 25, 2019



[See SNAP Section's other Tweets](#)





**Kate Deibel**  
@metageeky



In all seriousness, do archive projects include metadata about the archiving project itself like funding, donor names, hours worked, etc.? #snaprt #critlib #critarch [twitter.com/metageeky/stat...](https://twitter.com/metageeky/stat...)

**Kate Deibel** @metageeky  
Replying to @destreservation

Maybe we should include that info in the final product. Amount of overtime put on unrespected part time labor. Unfunded work. Day worked when sick. #snaprt #critlib #critarch

♥ 5 2:06 AM - Sep 25, 2019



[See Kate Deibel's other Tweets](#)



**Sandy Rodriguez**  
@audiocat7



A3. I'm really sad to say this but many admins lack basic awareness of these issues, partially bc they're not in the same prof spaces (conferences) as their workers. They often focus their attention to institutional pressures instead. #critlib #snaprt #critarch [twitter.com/snap\\_section/s...](https://twitter.com/snap_section/s...)

**SNAP Section** @SNAP\_Section

Q3. How can library & archives organizations advocate for & mitigate harm to workers? #critlib #snaprt #critarch

♥ 32 2:06 AM - Sep 25, 2019



[See Sandy Rodriguez's other Tweets](#)





**jess** 🌹 @destreservation · Sep 25, 2019



A1. Share your salary with your coworkers. ID and try to push solutions for everyday exploitation at your POW. Talk about labor issues openly with others to build solidarity!  
[#snaprt](#) [#critarch](#) [#critlib](#)



**Dual Provision** 🦋  
@violetbfox

If you think it's valuable to share your salary, please contribute to & spread the word about this space to do just that! [#critlib](#) [#snaprt](#) [#critarch](#)  
[twitter.com/OrganizingLIS/...](https://twitter.com/OrganizingLIS/)

**OrganizingLIS** @OrganizingLIS

🌟 The **L A M** salary spreadsheet trifecta... 💰🌟

**L**ibraries via @HiringLib [docs.google.com/spreadsheets/d...](https://docs.google.com/spreadsheets/d/...)  
(submit: [docs.google.com/forms/d/e/1FAI...](https://docs.google.com/forms/d/e/1FAI...))

**A**rchives via #SAA19 attendees [bit.ly/archivistsalar...](https://bit.ly/archivistsalar...)

**M**useums via @AMTransparency  
[rebrand.ly/salariespreadsh...](https://rebrand.ly/salariespreadsh...) (submit:  
[rebrand.ly/salarytranspar...](https://rebrand.ly/salarytranspar...))

♡ 12 2:07 AM - Sep 25, 2019



[👤 See Dual Provision 🦋's other Tweets](#)



**frannyspook**  
@frannypak



Oh they can't. We're gonna need something else for that. [#critlib](#) [#critarch](#) [twitter.com/SNAP\\_Section/s...](https://twitter.com/SNAP_Section/s...)

**SNAP Section** @SNAP\_Section

Q3. How can library & archives organizations advocate for & mitigate harm to workers? [#critlib](#) [#snaprt](#) [#critarch](#)

♡ 1 2:10 AM - Sep 25, 2019



[👤 See frannyspook's other Tweets](#)





**Kate Crowe** 🌿🍁 @kcrowe · Sep 25, 2019



That's the end of the questions - I may be duplicating efforts with @SNAP\_Section but while the chat itself is over, please feel free to keep the conversation going! #critarch #critlib #snaprt Thank you all SO MUCH for participating! <3



**Dual Provision** 🦋 @violetbfox

Thanks so much, Kate, for making this discussion happen & bringing everyone together. Thanks to @SNAP\_Section for partnering with #critlib on this important chat! #snaprt

♡ 6 2:10 AM - Sep 25, 2019



[See Dual Provision 🦋's other Tweets](#)



**Dual Provision** 🦋 @violetbfox · Sep 25, 2019



Replying to @destreservation

If you think it's valuable to share your salary, please contribute to & spread the word about this space to do just that! #critlib #snaprt #critarch [twitter.com/OrganizingLIS/...](https://twitter.com/OrganizingLIS/)

**OrganizingLIS** @OrganizingLIS

🌟 The **L A M** salary spreadsheet trifecta... 💰🌟

**L**ibraries via @HiringLib  
[docs.google.com/spreadsheets/d...](https://docs.google.com/spreadsheets/d/...) (submit:  
[docs.google.com/forms/d/e/1FAI...](https://docs.google.com/forms/d/e/1FAI...))

**A**rchives via #SAA19 attendees [bit.ly/archivistsalar...](https://bit.ly/archivistsalar...)

**M**useums via @AMTransparency  
[rebrand.ly/salaryspreadsh...](https://rebrand.ly/salaryspreadsh...) (submit:  
[rebrand.ly/salarytranspar...](https://rebrand.ly/salarytranspar...))



**jess** 🌹 @destreservation

And if you want to be added to the Google group of folks working on salary/labor issues in archives (this sheet + more) dm me! I'll add you! #critarch #critlib #snaprt

♡ 8 2:11 AM - Sep 25, 2019



[See jess 🌹's other Tweets](#)





**Librarian, KN4IJM**

@klmccook



Many Collective Bargaining Agreements are online.  
[#critlib](#) [#snaprt](#) [#critarch](#) Also DOL has many:  
[dol.gov/olms/regs/comp...](https://dol.gov/olms/regs/comp...)

♡ 4 2:11 AM - Sep 25, 2019



[See Librarian, KN4IJM's other Tweets](#)



**Dr.EB**

@LNBel



Sorry [#critlib](#) [#snapart](#) [#critarch](#) I don't have many suggestions or solutions. But I offer solidarity to all who are like me, tired, fed up, pulled in many directions, wearing so many invisible labor hats.

♡ 2 2:12 AM - Sep 25, 2019



[See Dr.EB's other Tweets](#)



**Sandy Rodriguez** @audiocat7 · Sep 25, 2019



A3. I'm really sad to say this but many admins lack basic awareness of these issues, partially bc they're not in the same prof spaces (conferences) as their workers. They often focus their attention to institutional pressures instead. [#critlib](#) [#snaprt](#) [#critarch](#)  
[twitter.com/snap\\_section/s...](https://twitter.com/snap_section/s...)

**SNAP Section** @SNAP\_Section

Q3. How can library & archives organizations advocate for & mitigate harm to workers? [#critlib](#) [#snaprt](#) [#critarch](#)



**Sandy Rodriguez**

@audiocat7

We also have to be careful that centering conversations of mitigating harm to workers doesn't result in the institutional response that "workers need to build resilience." We need to recognize the tactics institutions use to resist worker equity. [#critlib](#) [#snaprt](#) [#critarch](#)

♡ 25 2:14 AM - Sep 25, 2019



[See Sandy Rodriguez's other Tweets](#)





**Vanessa Reyes**

@Reyes\_Vanessa\_



Thank you @kcrowe and @SNAP\_Section for getting started these valuable conversations. #critarch #critlib #snaprt

♡ 6 2:17 AM - Sep 25, 2019



[See Vanessa Reyes's other Tweets](#)



**Kate Deibel** @metageeky · Sep 25, 2019



Replying to @destreservation

Maybe we should include that info in the final product. Amount of overtime put on unrespected part time labor. Unfunded work. Day worked when sick. #snaprt #critlib #critarch



**Sandy Rodriguez**

@audiocat7

Worker impact metrics! Add: Number of therapy hours, unhealthy habits developed, time spent dealing with microaggressions, etc., but I'm guessing they don't want those numbers. #snaprt #critlib #critarch

♡ 8 2:29 AM - Sep 25, 2019



[See Sandy Rodriguez's other Tweets](#)



**Kate Crowe** 🌿🍂🍁

@kcrowe



Thanks to #snaprt #critlib #critarch for giving us an excuse to avoid tonight's news! 👍

♡ 5 2:47 AM - Sep 25, 2019



[See Kate Crowe 🌿🍂🍁's other Tweets](#)



**Anna Ferri**

@ferrilibrarian



I am too tired to finish reading the #critlib #snaprt #critarch chat tonight, but there is sooooo much good stuff in there. If you care at all about labor issues in libraries & archives, you have to go check it out!

♡ 7 3:07 AM - Sep 25, 2019



[See Anna Ferri's other Tweets](#)





**Bronwen K. Maxson** @soccerbrarian · Sep 25, 2019



Replying to @kcrowe

So true, but it feels like every problem in Library world is related to six other problems, so you either deal with what you can control or then you have to deal with the whole infrastructure and encounter resistance at most of the turns 🙄



**Kate Crowe** 🌿🍂🍁  
@kcrowe

Whatever issues are present are usually a tangled mess and I agree with your assessment-issues get dealt with as time, resources, energy, leverage, and "right time, right place" allow-and it is invariably a slog. Chat was combo #critlib #snaprt chat!

♡ 1 3:12 AM - Sep 25, 2019



[See Kate Crowe 🌿🍂🍁's other Tweets](#)



**Andrew Preater**  
@preater



#LRTs from an interesting #critlib chat on labo(u)r issues last night/this morning.

♡ 8:49 AM - Sep 25, 2019



[See Andrew Preater's other Tweets](#)



**Eamon Tewell**  
@EamonTewell



This and many other essential points were made in yesterday's #critlib chat on labor issues in archives & librarianship--check it out! #snaprt #critarch [twitter.com/critlib\\_anon/s...](https://twitter.com/critlib_anon/s...)

**anonymous critlib** @critlib\_anon

Recognize that attacks on beleaguered/vulnerable parts of the library (like technical services) are a precursor to broader attacks. Respond to attacks on them as if they're on you, because they soon will be. (An injury to one is an injury to all!) #critlib #critarch #snaprt

♡ 11 8:07 PM - Sep 25, 2019



[See Eamon Tewell's other Tweets](#)

