



#critlib 2020-01-22: generous accountability in libraries

196 Items

Archive of the January 22 2020 #critlib chat on "generous accountability in libraries," moderated by @itsuhLEEsuh @alwaysreed @A_meeksie. For more info about critlib, including past and future chats, visit <http://critlib.org>.



Alyssa Jocson Porter

@itsuhLEEsuh



To see a preview of the questions we'll be discussing, check out the [#critlib](#) page for our chat on generous accountability in libraries.



Alyssa Jocson Porter @itsuhLEEsuh

The ACRL President's Program Planning Committee is crafting an #alaac20 program around generous accountability in libraries and seeks feedback to inform the directions the program will take. Please join us for a #critlib chat on Jan 21, 6pm PST. tinyurl.com/wgvnb7m

9:05 PM · Jan 20, 2020



5



See Alyssa Jocson Porter's other Tweets



Alyssa Jocson Porter @itsuhLEEsuh · Jan 20, 2020



Replying to @itsuhLEEsuh

Suggested reading: Mingus, Mia. "Dreaming Accountability." Leaving Evidence (blog), May 5, 2019.

leavingevidence.wordpress.com/2019/05/05/dre... #critlib



Dreaming Accountability

What if accountability wasn't scary? Take a breath and let that sink in for a second. What if accountability wasn't scary? It will...

leavingevidence.wordpress.com



Alyssa Jocson Porter

@itsuhLEEsuh

Suggested watching/listening (15:48 min): Barnard Center for Research on Women. "How to Support Harm Doers in Being Accountable." Oct. 10, 2019.

youtube.com/watch?reload=9... feat. adrienne marie brown, Stas Schmiedt, Lea Roth, Mimi Kim, RJ Maccani, Priya Rai, Mia Mingus... #critlib



How to Support Harm Doers in Being Accountable

Featuring adrienne marie brown, Stas Schmiedt, Lea Roth, Mimi Kim, RJ Maccani, Priya Rai, Mia Mingus, ...

youtube.com

9:09 PM · Jan 20, 2020



3



See Alyssa Jocson Porter's other Tweets



Alyssa Jocson Porter

@itsuhLEEsuh



The ACRL President's Program Planning Committee is crafting an [#alaac20](#) program around generous accountability in libraries and seeks feedback to inform the directions the program will take. Please join us for a [#critlib](#) chat on Jan 21, 6pm PST. tinyurl.com/wgvnb7m

12:17 AM · Jan 18, 2020



14



See Alyssa Jocson Porter's other Tweets



Alyssa Jocson Porter @itsuhLEEsuh · Jan 20, 2020



To see a preview of the questions we'll be discussing, check out the [#critlib](#) page for our chat on generous accountability in libraries.



Alyssa Jocson Porter @itsuhLEEsuh

The ACRL President's Program Planning Committee is crafting an #alaac20 program around generous accountability in libraries and seeks feedback to inform the directions the program will take. Please join us for a #critlib chat on Jan 21, 6pm PST. tinyurl.com/wgvnb7m



Alyssa Jocson Porter
@itsuhLEEsuh

Suggested reading: Mingus, Mia. "Dreaming Accountability." Leaving Evidence (blog), May 5, 2019. leavingevidence.wordpress.com/2019/05/05/dre... #critlib



Dreaming Accountability

What if accountability wasn't scary? Take a breath and let that sink in for a second. What if accountability wasn't scary? It will never be easy...

leavingevidence.wordpress.com

9:06 PM · Jan 20, 2020



3



See Alyssa Jocson Porter's other Tweets



Amanda Meeks

@A_meeksie



"I think we can support people who harm by recognizing that we all cause harm. There is no actual binary between survivor and person who caused harm. We all have the capacity for transformation." [#critlib](#)



How to Support Harm Doers in Being Accountable
Featuring adrienne maree brown, Stas Schmiedt, Lea Roth, Mimi Kim, RJ Maccani, Priya Rai, Mia Mingus, ...
[youtube.com](#)

8:35 PM · Jan 21, 2020



♡ 12



See Amanda Meeks's other Tweets



Amy K

@radlib415



Super stoked that "Dreaming Accountability" by [@miamingus](#) is a recommended reading for the [#critlib](#) convo tonight :) I also dig her "How to give good apology" write ups:



The Four Parts of Accountability: How To Give A Genuine Apology Pa...
This write-up is in two parts: The Four Parts of Accountability: How to Give a Genuine Apology Part 1 How to Give a Genuine Apology Part ...
[leavingevidence.wordpress.com](#)

10:25 PM · Jan 21, 2020



♡ 15



See Amy K's other Tweets



reed garber-pearson

@alwaysreeding



Excited to be co-moderating a conversation on generous accountability with [@itsuhLEEsuh](#) and [@A_meeksie](#) as part of the ACRL President's ALA 2020 Program Committee. Please join us tonight! [#critlib](#)



Violet Fox @violetbfox

Looking forward to tonight's [#critlib](#) chat on generous accountability in libraries! Please join moderators [@itsuhLEEsuh](#) [@alwaysreeding](#) [@A_meeksie](#) tonight at 6 pm Pacific / 9 pm Eastern to share strategies for generous accountability in our communities. critlib.org/generous-accou...

10:36 PM · Jan 21, 2020



20



See reed garber-pearson's other Tweets



reed garber-pearson

@alwaysreeding



Hi everyone! Tonight's [#critlib](#) chat is on generous accountability in libraries. I am one of the moderators along with [@itsuhLEEsuh](#) and [@A_meeksie](#).

2:00 AM · Jan 22, 2020



8



See reed garber-pearson's other Tweets



reed garber-pearson @alwaysreeding · Jan 22, 2020



Hi everyone! Tonight's [#critlib](#) chat is on generous accountability in libraries. I am one of the moderators along with [@itsuhLEEsuh](#) and [@A_meeksie](#).



reed garber-pearson

@alwaysreeding

We are part of the ACRL President's Program Planning Committee for [#alaac20](#) & are crafting a program that asks participants to imagine a library where we hold ourselves accountable for systemic inequity, in partnership w anti-oppression consultant [@mckensiemack](#). [#critlib](#)

2:00 AM · Jan 22, 2020



5



See reed garber-pearson's other Tweets



reed garber-pearson @alwaysreeding · Jan 22, 2020



Replying to @alwaysreeding @itsuhLEEsuh and @A_meeksie

We are part of the ACRL President's Program Planning Committee for [#alaac20](#) & are crafting a program that asks participants to imagine a library where we hold ourselves accountable for systemic inequity, in partnership w anti-oppression consultant [@mckensiemack](#). [#critlib](#)



reed garber-pearson
@alwaysreeding

This [#critlib](#) is a start of the engagement of what we hope to continue through [#alaac20](#). Many of the committee members are on chat today, you can see everyone on the committee here [ala.org/acrl/aboutacrl...](#) [#critlib](#)

2:01 AM · Jan 22, 2020



4



See reed garber-pearson's other Tweets



Alyssa Jocson Porter
@itsuhLEEsuh



If you feel comfortable please introduce yourself.
[#critlib](#)

2:01 AM · Jan 22, 2020



6



See Alyssa Jocson Porter's other Tweets



Alyssa Jocson Porter
@itsuhLEEsuh



If you would like to tweet anonymously, you can use the [critlib anonymous Twitter relay](#) found at [critlib.org/anon/](#). You (and everyone else following the [#critlib](#) hashtag) will then see your tweet posted via the [@CritLib_anon](#) account.



Alyssa Jocson Porter @itsuhLEEsuh

If you feel comfortable please introduce yourself. [#critlib](#)

2:02 AM · Jan 22, 2020



5



See Alyssa Jocson Porter's other Tweets



Alyssa Jocson Porter
@itsuhLEEsuh



I'm Alyssa. I'm a community college librarian, a member of ACRL'S President's Planning Committee, and co-moderator of tonight's [#critlib](#) chat.



Alyssa Jocson Porter @itsuhLEEsuh

If you feel comfortable please introduce yourself. [#critlib](#)

2:03 AM · Jan 22, 2020



9



See Alyssa Jocson Porter's other Tweets



reed garber-pearson
@alwaysreeding



I'm Reed, online learning librarian in Seattle, they/them. I'm part of the ACRL President's Program Committee for [#alaac20](#) that's hosting this conversation, and one of the moderators of today's chat. Really looking forward to hearing thoughts today! [#critlib](#)

2:03 AM · Jan 22, 2020



13



See reed garber-pearson's other Tweets



Amanda Meeks
@A_meeksie



Hi all! I'm super excited to co-moderate this [#critlib](#) chat with [@itsuhLEEsuh](#) and [@alwaysreeding](#)! I'm Amanda and I currently work at an academic institution in Tucson, AZ.

2:03 AM · Jan 22, 2020



9



See Amanda Meeks's other Tweets



Debra Trogdon-Livingston
@MsDebraL



Hi [#critlib](#). My name is Debra Trogdon-Livingston and I am a public library branch manager in Mount Holly, North Carolina.

2:03 AM · Jan 22, 2020



2



See Debra Trogdon-Livingston's other Tweets



Megan Watson
@meganjwatson



Hi all, I'm Megan, she/her, academic librarian in Portland, OR, and also a member of the ACRL President's Program Committee for [#alaac20](#). It's been a while since I [#critlib](#)-ed; looking forward to our convo!

2:04 AM · Jan 22, 2020



2



See Megan Watson's other Tweets



Alyssa Jocson Porter
@itsuhLEEsuh



If this is your first [#critlib](#) chat, or if it's been a while, some tips for participating can be found here: critlib.org/twitter-chats/

2:05 AM · Jan 22, 2020



6



See Alyssa Jocson Porter's other Tweets



Amanda Meeks
@A_meeksie



Q1: How do you interpret or define "generous accountability"? How does the use of the word "generous" change the connotation of the term "accountability", and why? [#critlib](#)

2:05 AM · Jan 22, 2020



7



See Amanda Meeks's other Tweets



Ryan P. Randall | #BlackLivesMatter
@foureyedsoul



Heya [#critlib](#) folks. I'm Ryan, a community college librarian in Boise, Idaho. Very appreciative of tonight's moderators for the resources & questions!

2:05 AM · Jan 22, 2020



9



See Ryan P. Randall | #BlackLivesMatter's other Tweets



Jamie #blacklivesmatter

@Gaymerbrarian



I'm Jamie. not institutionally attached atm. [#CritLib](#)

2:06 AM · Jan 22, 2020



8



See Jamie #blacklivesmatter's other Tweets



Maggie Melo, Ph.D. 🎃 🍷 🕷️

@marijel_melo



Hi, everyone! My name is Maggie and I'm an assistant prof. at UNC Chapel Hill, School of Info. & Lib. Science. Been looking forward to this chat! [#critlib](#)

2:06 AM · Jan 22, 2020



13



See Maggie Melo, Ph.D. 🎃 🍷 🕷️'s other Tweets



Nicky Andrews

@maraebrarian



Hi, folks! I'm Nicky, I work to support to undergraduate students at Gleeson Library in San Francisco. It's been a long time since I've followed along with a [#critlib!](#)

2:07 AM · Jan 22, 2020



10



See Nicky Andrews's other Tweets



Jamie #blacklivesmatter

@Gaymerbrarian



A1: I'm really not sure how to take this term: generous as "expansive", i.e. allowing latitude for expressions of accountability, or magnanimous, i.e. extending grace [#CritLib](#) I'm not sure I like either of those.

2:08 AM · Jan 22, 2020



6



See Jamie #blacklivesmatter's other Tweets



Daniel Bennett
@Druncle_Dan



Hi everyone. I'm Dan. I'm in my second semester of my MLS program at ECU. [#critlib](#)

2:09 AM · Jan 22, 2020



9



See Daniel Bennett's other Tweets



Daniel Bennett @Druncle_Dan · Jan 22, 2020



Hi everyone. I'm Dan. I'm in my second semester of my MLS program at ECU. [#critlib](#)



Jamie #blacklivesmatter
@Gaymerbrarian

yay student participation! [#CritLib](#)

2:09 AM · Jan 22, 2020



1



See Jamie #blacklivesmatter's other Tweets



reed garber-pearson
@alwaysreeding



A1: This is a tough one for me! I've had a really difficult time with the term generous in these convos on accountability, it rides the line of "niceness" that doesn't sit well with me. And not everybody or everything deserves the same amount of generosity. [#critlib](#)



Amanda Meeks @A_meeksie

Q1: How do you interpret or define "generous accountability"? How does the use of the word "generous" change the connotation of the term "accountability", and why? [#critlib](#)

2:09 AM · Jan 22, 2020



17



See reed garber-pearson's other Tweets



reed garber-pearson
@alwaysreeding



This is such an important reminder for me with the term generosity. [#critlib](#)

2:10 AM · Jan 22, 2020



2



See reed garber-pearson's other Tweets



reed garber-pearson @alwaysreeding · Jan 22, 2020



Replying to @schomj

This is such an important reminder for me with the term generosity. #critlib



reed garber-pearson
@alwaysreeding

And I think can even start to pull apart some of the expectations that are embedded in cultures of whiteness-- with being perfect and saying the right thing #critlib

2:11 AM · Jan 22, 2020



5



See reed garber-pearson's other Tweets



reed garber-pearson @alwaysreeding · Jan 22, 2020



A1: This is a tough one for me! I've had a really difficult time with the term generous in these convos on accountability, it rides the line of "niceness" that doesn't sit well with me. And not everybody or everything deserves the same amount of generosity. #critlib



Amanda Meeks @A_meeksie

Q1: How do you interpret or define "generous accountability"? How does the use of the word "generous" change the connotation of the term "accountability", and why? #critlib



Jamie #blacklivesmatter
@Gaymerbrarian

I agree about "niceness". I don't know if it's "deserve" that catches me. Maybe it's... just the bit about who's given that generosity, and under what circumstances? that feels unexamined under "generosity". #CritLib

2:11 AM · Jan 22, 2020



4



See Jamie #blacklivesmatter's other Tweets



reed garber-pearson @alwaysreeding · Jan 22, 2020



A1: This is a tough one for me! I've had a really difficult time with the term generous in these convos on accountability, it rides the line of "niceness" that doesn't sit well with me. And not everybody or everything deserves the same amount of generosity. #critlib



Amanda Meeks @A_meeksie

Q1: How do you interpret or define "generous accountability"? How does the use of the word "generous" change the connotation of the term "accountability", and why? #critlib



Amanda Meeks

@A_meeksie

I agree! I like when AMB points out in that video that you have to kind of know that someone can do better before you put yourself to work in helping them to be accountable. "that's not my work." really resonates with me. #critlib

2:12 AM · Jan 22, 2020



7



See Amanda Meeks's other Tweets



Gina "Wear a Mask, Don't Be Racist" Murrell

@GinaMurrell1



Hi #critlib! I'm Gina, and I'm an academic librarian working in the San Francisco Bay Area. Glad to be joining tonight!

2:12 AM · Jan 22, 2020



1



See Gina "Wear a Mask, Don't Be Racist" Murrell's other Tw...



Jamie #blacklivesmatter @Gaymerbrarian · Jan 22, 2020



A1: I'm really not sure how to take this term: generous as "expansive", i.e. allowing latitude for expressions of accountability, or magnanimous, i.e. extending grace #CritLib I'm not sure I like either of those.



reed garber-pearson

@alwaysreeding

Curious of there is a term that would resonate with you more? #critlib

2:12 AM · Jan 22, 2020



2



See reed garber-pearson's other Tweets



Megan Watson
@meganjwatson



A1 I've been really inspired by Mingus' article in thinking of holding folks accountable and being held accountable myself as an act of care (for self and others), as something not to avoid but to embrace [#critlib](#)

2:12 AM · Jan 22, 2020



8



See Megan Watson's other Tweets



McKensie Mack 🐰
@mckensiemack



For me, I think the only accountability is generous. When we hold others accountable we extend a kindness that we don't have to extend. We give of our emotional labor and offer the person/collective an opportunity to become better/do better. [#critlib](#)



Amanda Meeks @A_meeksie

Q1: How do you interpret or define "generous accountability"? How does the use of the word "generous" change the connotation of the term "accountability", and why? [#critlib](#)

2:12 AM · Jan 22, 2020



6



See McKensie Mack 🐰's other Tweets



Debra Trogdon-Livingston
@MsDebraL



I think it means approaching people with a gentle, open, accepting spirit. Generous accountability allows us to see the harm a person has done, acknowledge it, and still feel empathy for them as a human being. [#critlib](#)

2:12 AM · Jan 22, 2020



2



See Debra Trogdon-Livingston's other Tweets



Megan Watson @meganjwatson · Jan 22, 2020



A1 I've been really inspired by Mingus' article in thinking of holding folks accountable and being held accountable myself as an act of care (for self and others), as something not to avoid but to embrace [#critlib](#)



reed garber-pearson
@alwaysreeding

Like when we hold people accountable we're showing trust in them, for being able to grow and learn [#critlib](#)

2:13 AM · Jan 22, 2020



6



See reed garber-pearson's other Tweets



Nicky Andrews
@maraebrarian



I think "generous accountability" intentionally implies that the person being held accountable is also being held by the impacted community, and not "cancelled" or discarded. [#critlib](#)



Amanda Meeks @A_meeksie

Q1: How do you interpret or define "generous accountability"? How does the use of the word "generous" change the connotation of the term "accountability", and why? [#critlib](#)

2:14 AM · Jan 22, 2020



19



See Nicky Andrews's other Tweets



Ryan P. Randall | #BlackLivesMatter
@foureyedsoul



A1 It seems "generous" to all involved. Instead of isolating harmful interactions btw aggressors & harmed individuals, then thinking management / criminal "justice" approaches can repair these harms, it tries to improve underlying harmful social relations & patterns [#CritLib](#)

2:14 AM · Jan 22, 2020



2



See Ryan P. Randall | #BlackLivesMatter's other Tweets



reed garber-pearson @alwaysreeding · Jan 22, 2020



Replying to @Gaymerbrarian

Curious of there is a term that would resonate with you more?
[#critlib](#)



Jamie #blacklivesmatter
@Gaymerbrarian

I don't have an answer to that and I've been trying to find one. My instinct is to always be "generous", but that itself is questionable, and I haven't come out of the other end of that tunnel (I have a specific example of this that might come up later) [#CritLib](#)

2:14 AM · Jan 22, 2020



1



See Jamie #blacklivesmatter's other Tweets



Violet Fox
@violetbfox



A1. The concept of generous accountability seems to include meeting people where they are. Recognizing that people aren't able to own up to their mistakes unless they have the tools and support (and space and time) they need to do so. [#critlib](#)



Amanda Meeks @A_meeksie

Q1: How do you interpret or define "generous accountability"? How does the use of the word "generous" change the connotation of the term "accountability", and why? [#critlib](#)

2:14 AM · Jan 22, 2020



17



See Violet Fox's other Tweets



Keahiahi Long
@keahiahi



[#critlib](#) Aloha kākou! My name is Keahiahi, I am also a member of the ACRL President's Program Committee for [#alaac20](#). I work for the Center for Hawaiian Studies at [@uhmanoa](#). This is my first [#critlib](#) convo - excited! Mahalo e [@A_meeksie](#) [@alwaysreeding](#) [@itsuhLEEsuh](#) for moderating!

2:14 AM · Jan 22, 2020 from Honolulu, HI



16



See Keahiahi Long's other Tweets



reed garber-pearson

@alwaysreeding



Q2: What does generous accountability, to ourselves and our communities, look like as a daily practice? [#critlib](#)

2:15 AM · Jan 22, 2020



3



See reed garber-pearson's other Tweets



reed garber-pearson

@alwaysreeding



I'm hesitant that generosity would be for the person we're holding accountable. Like we'd have to be "nice" in order for accountability to take place [#critlib](#)

2:16 AM · Jan 22, 2020



2



See reed garber-pearson's other Tweets



Gina "Wear a Mask, Don't Be Racist" Murrell

@GinaMurrell1



A1. I interpret it as practicing accountability for the benefit of something beyond yourself, whether it's a professional or personal relationship, or the good of the institution or organization. "Generous" because it's coming from a place of thoughtfulness or kindness. [#critlib](#)



Amanda Meeks @A_meeksie

Q1: How do you interpret or define "generous accountability"? How does the use of the word "generous" change the connotation of the term "accountability", and why? [#critlib](#)

2:16 AM · Jan 22, 2020



7



See Gina "Wear a Mask, Don't Be Racist" Murrell's other Tw...



Nicky Andrews @maraebrarian · Jan 22, 2020



I think "generous accountability" intentionally implies that the person being held accountable is also being held by the impacted community, and not "cancelled" or discarded. #critlib



Amanda Meeks @A_meeksie

Q1: How do you interpret or define "generous accountability"? How does the use of the word "generous" change the connotation of the term "accountability", and why? #critlib



Jamie #blacklivesmatter

@Gaymerbrarian

This is interesting. Can you talk a little bit more about "held by the impacted community"? A significant portion of accountability-holding I've seen mostly involves removing a person from the impacted community.

#CritLib

2:16 AM · Jan 22, 2020



1



See Jamie #blacklivesmatter's other Tweets



Violet Fox @violetbfox · Jan 22, 2020



A1. The concept of generous accountability seems to include meeting people where they are. Recognizing that people aren't able to own up to their mistakes unless they have the tools and support (and space and time) they need to do so. #critlib



Amanda Meeks @A_meeksie

Q1: How do you interpret or define "generous accountability"? How does the use of the word "generous" change the connotation of the term "accountability", and why? #critlib



Violet Fox

@violetbfox

I don't think it's about being nice to people who do harm, so much as acknowledging that no one can or will change if they don't know how, or don't feel supported or motivated to do so. So it seems more realistic and results-based than our yelling/shaming culture. #critlib

2:17 AM · Jan 22, 2020



12



See Violet Fox's other Tweets



Amanda Meeks
@A_meeksie



Part of that perfectionism IMHO is "being the better white person," in situations where we really might be able to help someone transform. That is more complicit behavior than anything else [#critlib](#)

2:17 AM · Jan 22, 2020



5



See Amanda Meeks's other Tweets



Daniel Bennett @Druncle_Dan · Jan 22, 2020



Hi everyone. I'm Dan. I'm in my second semester of my MLS program at ECU. [#critlib](#)



Debra Trogdon-Livingston
@MsDebraL

Hi Daniel :) I am too. [#critlib](#)

2:17 AM · Jan 22, 2020



5



See Debra Trogdon-Livingston's other Tweets



Nicky Andrews @maraebrarian · Jan 22, 2020



I think "generous accountability" intentionally implies that the person being held accountable is also being held by the impacted community, and not "cancelled" or discarded. [#critlib](#)



Amanda Meeks @A_meeksie

Q1: How do you interpret or define "generous accountability"? How does the use of the word "generous" change the connotation of the term "accountability", and why? [#critlib](#)



Nicky Andrews
@maraebrarian

And, I guess, that if the goal is "justice", then that also entails justice (growth, understanding, etc.) for the person who needs to be held accountable. [#critlib](#)

2:17 AM · Jan 22, 2020



10



See Nicky Andrews's other Tweets



Amanda Meeks @A_meeksie · Jan 22, 2020



Replying to @schomj @Gaymerbrarian and @alwaysreeding

Part of that perfectionism IMHO is "being the better white person," in situations where we really might be able to help someone transform. That is more complicit behavior than anything else [#critlib](#)



Amanda Meeks

@A_meeksie

And the other part of it is not wanting to be accountable for harm we've done because admitting fault and learning to do better means we are not perfect. [#critlib](#)

2:18 AM · Jan 22, 2020



5



See Amanda Meeks's other Tweets



reed garber-pearson

@alwaysreeding



Glad you're here for that! It is the end of the day. [#critlib](#)

2:18 AM · Jan 22, 2020



1



See reed garber-pearson's other Tweets



reed garber-pearson

@alwaysreeding



This! [#critlib](#) twitter.com/schomj/status/...

2:19 AM · Jan 22, 2020



See reed garber-pearson's other Tweets



Maggie Melo, Ph.D. 🎃 🍷 🕷️

@marijel_melo



I think recognizing power relations is important. How do we hold ourselves accountable in classroom/instruction spaces where it's fraught with power differentials? I try hard to create a class learning community where I encourage and want my Ss keep me accountable. [#critlib](#)



Amanda Meeks @A_meeksie

Q1: How do you interpret or define "generous accountability"? How does the use of the word "generous" change the connotation of the term "accountability", and why? [#critlib](#)

2:19 AM · Jan 22, 2020



13



See Maggie Melo, Ph.D. 🎃 🍷 🕷️'s other Tweets



Ryan P. Randall | #BlackLivesMatter @four... · Jan 22, 2020

A1 It seems "generous" to all involved. Instead of isolating harmful interactions btw aggressors & harmed individuals, then thinking management / criminal "justice" approaches can repair these harms, it tries to improve underlying harmful social relations & patterns [#CritLib](#)



Ryan P. Randall | #BlackLivesMatter

@foureyedsoul

A1.1 Instead of only seeing someone as a perpetrator, the "generous" asks us to see what harms motivate their actions as well. For instance, recognize how someone suffers from toxic masculinity while ~simultaneously~ getting them to repair damage they've made to others. [#CritLib](#)

2:19 AM · Jan 22, 2020



4



See Ryan P. Randall | #BlackLivesMatter's other Tweets



Maggie Melo, Ph.D. 🎃 🍷 🕸 @marijel_melo · Jan 22, 2020



I think recognizing power relations is important. How do we hold ourselves accountable in classroom/instruction spaces where it's fraught with power differentials? I try hard to create a class learning community where I encourage and want my Ss keep me accountable. #critlib



Amanda Meeks @A_meeksie

Q1: How do you interpret or define "generous accountability"? How does the use of the word "generous" change the connotation of the term "accountability", and why? #critlib



Jamie #blacklivesmatter

@Gaymerbrarian

One semester I actually had to charge my students to hold me accountable - I had put something unclear on a rubric and not one student questioned it. Once I called that out - it's grad school, talking back needs to be an option - they were more vocal #CritLib

2:21 AM · Jan 22, 2020



6



See Jamie #blacklivesmatter's other Tweets



reed garber-pearson

@alwaysreeding



Thanks for sharing, I was totally thinking about this too! #critlib

2:22 AM · Jan 22, 2020



3



See reed garber-pearson's other Tweets



Jamie #blacklivesmatter @Gaymerbrarian · Jan 22, 2020



Replying to @maraebrarian

This is interesting. Can you talk a little bit more about "held by the impacted community"? A significant portion of accountability-holding I've seen mostly involves removing a person from the impacted community. #CritLib



Nicky Andrews

@maraebrarian

I don't think it necessarily means that the impacted community facilitates all of that person's growth, but perhaps it is a reminder that the person who needs to make amends is also human and part of the community.

#critlib

2:22 AM · Jan 22, 2020



4



See Nicky Andrews's other Tweets



Megan Watson

@meganjwatson



A2 For me, the daily work is in the relationships, in fostering community with folks who are here for the work or at the very least curious to engage with the work and then enacting accountability from there

#critlib

2:22 AM · Jan 22, 2020



5



See Megan Watson's other Tweets



Jamie #blacklivesmatter @Gaymerbrarian · Jan 22, 2020



Replying to @marijel_melo

One semester I actually had to charge my students to hold me accountable - I had put something unclear on a rubric and not one student questioned it. Once I called that out - it's grad school, talking back needs to be an option - they were more vocal #CritLib



Jamie #blacklivesmatter

@Gaymerbrarian

That's not to say that y'know, fixed the control I had over their grade or that it's always a safe option, but until I acknowledged their power to do so, it didn't seem assumed they could? #CritLib

2:22 AM · Jan 22, 2020



2



See Jamie #blacklivesmatter's other Tweets



Maggie Melo, Ph.D. 🎃 🍷 🕷️

@marijel_melo



I think "generous" could also mean being gracious to yourself. Sometimes not "standing up" for yourself is a way to cope, persevere, and sometimes survive. Accountability is critical, but it can't be done 24/7/365 depending on the circumstance. [#critlib](#)

2:23 AM · Jan 22, 2020



8



See Maggie Melo, Ph.D. 🎃 🍷 🕷️'s other Tweets



Gina "Wear a Mask, Don't Be Racist" Murrell

@GinaMurrell1



A2. As a daily practice, generous accountability can look like being aware of our biases or baggage, and recognizing how that could affect our relationship with ourselves and how we interact with the larger community, then making an effort to think and do differently. [#critlib](#)



reed garber-pearson @alwaysreeding

Q2: What does generous accountability, to ourselves and our communities, look like as a daily practice? [#critlib](#)

2:23 AM · Jan 22, 2020



15



See Gina "Wear a Mask, Don't Be Racist" Murrell's other T...



Amanda Meeks

@A_meeksie



Yes! Being in community with people is the foundation for building a culture of accountability. [#critlib](#)



Megan Watson @meganjwatson

A2 For me, the daily work is in the relationships, in fostering community with folks who are here for the work or at the very least curious to engage with the work and then enacting accountability from there [#critlib](#)

2:24 AM · Jan 22, 2020



4



See Amanda Meeks's other Tweets



Debra Trogdon-Livingston

@MsDebraL



This is so important. [#critlib](#)



Nicky Andrews @maraebrarian

Replying to @Gaymerbrarian

I don't think it necessarily means that the impacted community facilitates all of that person's growth, but perhaps it is a reminder that the person who needs to make amends is also human and part of the community. [#critlib](#)

2:24 AM · Jan 22, 2020



2



See Debra Trogdon-Livingston's other Tweets



reed garber-pearson

@alwaysreeding



A2: For me this often means talking to my white peers, accepting criticism and making actionable changed from it, and really being in anti-racist community with other white folks [#critlib](#)



reed garber-pearson @alwaysreeding

Q2: What does generous accountability, to ourselves and our communities, look like as a daily practice? [#critlib](#)

2:24 AM · Jan 22, 2020



5



See reed garber-pearson's other Tweets



Megan Watson @meganjwatson · Jan 22, 2020



A2 For me, the daily work is in the relationships, in fostering community with folks who are here for the work or at the very least curious to engage with the work and then enacting accountability from there [#critlib](#)



Megan Watson

@meganjwatson

A2 cont, I'll also add that I think being able to talk about power and power dynamics within that community are key to this [#critlib](#)

2:24 AM · Jan 22, 2020



3



See Megan Watson's other Tweets



Nicky Andrews @maraebrarian · Jan 22, 2020



Replying to @Gaymerbrarian

I don't think it necessarily means that the impacted community facilitates all of that person's growth, but perhaps it is a reminder that the person who needs to make amends is also human and part of the community. [#critlib](#)



Jamie #blacklivesmatter

@Gaymerbrarian

I'm sorry, I didn't mean to imply the former (and I fully agree with that statement). I just wasn't sure what you meant from that particular phrasing (vis-a-vis my experiences in other spaces, which are "you're gone" or denial of community). [#CritLib](#)

2:25 AM · Jan 22, 2020



1



See Jamie #blacklivesmatter's other Tweets



Alyssa Jocson Porter

@itsuhLEEsuh



Q3: How can we build and foster a culture of accountability into our workspaces? What conditions need to be in place to build this? [#critlib](#)

2:25 AM · Jan 22, 2020



5



See Alyssa Jocson Porter's other Tweets



reed garber-pearson

@alwaysreeding



Definitely this! Power power power [#critlib](#)



Megan Watson @meganjwatson

Replying to @meganjwatson

A2 cont, I'll also add that I think being able to talk about power and power dynamics within that community are key to this [#critlib](#)

2:25 AM · Jan 22, 2020



3



See reed garber-pearson's other Tweets



Violet Fox
@violetbfox



A2. Recognizing the humanity in the people around us. Grappling with our own tendency to form in-groups and designate "outsiders" and people we don't feel are worthwhile. A mindset of calling in (versus calling out) when appropriate. [#critlib](#)



reed garber-pearson @alwaysreeding

Q2: What does generous accountability, to ourselves and our communities, look like as a daily practice? [#critlib](#)

2:26 AM · Jan 22, 2020



10



See Violet Fox's other Tweets



Violet Fox @violetbfox · Jan 22, 2020



A2. Recognizing the humanity in the people around us. Grappling with our own tendency to form in-groups and designate "outsiders" and people we don't feel are worthwhile. A mindset of calling in (versus calling out) when appropriate. [#critlib](#)



reed garber-pearson @alwaysreeding

Q2: What does generous accountability, to ourselves and our communities, look like as a daily practice? [#critlib](#)



Jamie #blacklivesmatter
@Gaymerbrarian

How do we decide when it's appropriate? is a question I struggle with. [#CritLib](#)

2:26 AM · Jan 22, 2020



1



See Jamie #blacklivesmatter's other Tweets



Nicky Andrews
@maraebrarian



Destigmatizing the act of saying "I was wrong" or making an authentic apology would be a good start. [@miamingus](#) has also created content on a good apology: tinyurl.com/s34hvbq [#critlib](#)



Alyssa Jocson Porter @itsuhLEEsuh

Q3: How can we build and foster a culture of accountability into our workspaces? What conditions need to be in place to build this? [#critlib](#)

2:27 AM · Jan 22, 2020



36



See Nicky Andrews's other Tweets



Amanda Meeks
@A_meeksie



Yes, I mean exactly that. Shaming, I think, is counter productive and only causes more harm. And if that is the only method of accountability then we are all doomed because we ALL cause/have caused/have been complicit in harm. [#critlib](#)

2:27 AM · Jan 22, 2020



5



See Amanda Meeks's other Tweets



Debra Trogdon-Livingston
@MsDebraL



A3. We can create an open dialogue, acknowledging that we all make mistakes, instead of assuming perfection. We can move from a punitive work space to one that promotes honesty, growth, and change. [#critlib](#)

2:27 AM · Jan 22, 2020



3



See Debra Trogdon-Livingston's other Tweets



reed garber-pearson

@alwaysreeding



A3: I think so much of this has to do with connectivity and relationships. Is trust necessary for accountability? We can't expect to trust everybody at work. Or can we? I'm not sure, but it's something I'm thinking about.

[#critlib](#)



Alyssa Jocson Porter @itsuhLEEsuh

Q3: How can we build and foster a culture of accountability into our workspaces? What conditions need to be in place to build this? [#critlib](#)

2:28 AM · Jan 22, 2020



10



See reed garber-pearson's other Tweets



Jamie #blacklivesmatter @Gaymerbrarian · Jan 22, 2020



Replying to @violetbfox

How do we decide when it's appropriate? is a question I struggle with. [#CritLib](#)



Violet Fox

@violetbfox

I don't think there's an easy answer! It depends on the relationships you have or don't have with a person, it depends on the harm done, it depends on whether it's a pattern of behavior versus a single indiscretion. I usually try to call in before calling out. [#critlib](#)

2:29 AM · Jan 22, 2020



1



See Violet Fox's other Tweets



Amanda Meeks

@A_meeksie



A3: Building community, where difficult conversations don't feel scary, rely on shame, or discount anyone's experiences. [#critlib](#)



Alyssa Jocson Porter @itsuhLEEsuh

Q3: How can we build and foster a culture of accountability into our workspaces? What conditions need to be in place to build this? [#critlib](#)

2:30 AM · Jan 22, 2020



3



See Amanda Meeks's other Tweets



reed garber-pearson @alwaysreeding · Jan 22, 2020



A3: I think so much of this has to do with connectivity and relationships. Is trust necessary for accountability? We can't expect to trust everybody at work. Or can we? I'm not sure, but it's something I'm thinking about. [#critlib](#)



Alyssa Jocson Porter @itsuhLEEsuh

Q3: How can we build and foster a culture of accountability into our workspaces? What conditions need to be in place to build this? [#critlib](#)



Nicky Andrews

@maraebrarian

This makes me think of the need for boundaries, and for it to be okay to have different levels of "trusting" or connecting with people, without that being an inherently bad thing. [#critlib](#)

2:30 AM · Jan 22, 2020



13



See Nicky Andrews's other Tweets



Jamie #blacklivesmatter

@Gaymerbrarian



The idea that change is possible matters a lot here. If you've seen other issues going nowhere, even small ones, it's easy to just assume things will tend towards the status quo in the end. [#CritLib](#)



Alyssa Jocson Porter @itsuhLEEsuh

Q3: How can we build and foster a culture of accountability into our workspaces? What conditions need to be in place to build this? [#critlib](#)

2:31 AM · Jan 22, 2020



5



See Jamie #blacklivesmatter's other Tweets



Gina "Wear a Mask, Don't Be Racist" Murrell

@GinaMurrell1



A3. Sometimes it helps to lead by example. No matter the approach, open, honest, and ongoing communication is key. And communicate from a place of respect, for yourself, the other person, and the larger thing you care about. [#critlib](#)



Alyssa Jocson Porter @itsuhLEEsuh

Q3: How can we build and foster a culture of accountability into our workspaces? What conditions need to be in place to build this? [#critlib](#)

2:31 AM · Jan 22, 2020



12



See Gina "Wear a Mask, Don't Be Racist" Murrell's other T...



reed garber-pearson @alwaysreeding · Jan 22, 2020



A3: I think so much of this has to do with connectivity and relationships. Is trust necessary for accountability? We can't expect to trust everybody at work. Or can we? I'm not sure, but it's something I'm thinking about. [#critlib](#)



Alyssa Jocson Porter @itsuhLEEsuh

Q3: How can we build and foster a culture of accountability into our workspaces? What conditions need to be in place to build this? [#critlib](#)



Alyssa Jocson Porter

@itsuhLEEsuh

Trusting **everybody** at work? That's hard. This is also making me think about the toxic workplace [#critlib](#) chat several weeks ago. Esp. how a workplace might be "safe" for me, but not for others, and vice versa.

2:31 AM · Jan 22, 2020



7



See Alyssa Jocson Porter's other Tweets



Nicky Andrews @maraebrarian · Jan 22, 2020



Replying to @alwaysreeding

This makes me think of the need for boundaries, and for it to be okay to have different levels of "trusting" or connecting with people, without that being an inherently bad thing. [#critlib](#)



reed garber-pearson

@alwaysreeding

Absolutely, yes! This makes me think of a book I read recently called Empowered Boundaries, which is all about the social and political nature of holding boundaries. They are within social structures and can create or impeded justice depending on how we use them [#critlib](#)

2:31 AM · Jan 22, 2020



10



See reed garber-pearson's other Tweets



Violet Fox

@violetbfox



A3. I really don't know. I haven't ever worked in a place where I would feel comfortable being as radically vulnerable as one needs to be to either be held accountable or to do the accounting. I have a hard time seeing that as possible within workplace boundaries.

[#critlib](#)



Alyssa Jocson Porter @itsuhLEEsuh

Q3: How can we build and foster a culture of accountability into our workspaces? What conditions need to be in place to build this? [#critlib](#)

2:32 AM · Jan 22, 2020



14



See Violet Fox's other Tweets



Jamie #blacklivesmatter @Gaymerbrarian · Jan 22, 2020



Replying to @violetbfox

How do we decide when it's appropriate? is a question I struggle with. [#CritLib](#)



Megan Watson
@meganjwatson

Sonya Renee Taylor did an instagram TV video a few months back talking about calling out (e.g. please stop hurting me), calling in (e.g. I'm going to work w/you on your learning), and calling on (e.g. I'm asking you to do better, but that's your work). Resonated w/me. [#critlib](#)

2:32 AM · Jan 22, 2020



4



See Megan Watson's other Tweets



Ryan P. Randall | #BlackLivesMatter
@foureyedsoul



A2 Seems to require avoiding defensiveness, accepting that you'll mess up, & ideally learning to recognize when you're about to do something harmful so you can interrupt yourself first. It's also valuing & committing to shared learning, liberation, transformation. [#CritLib](#)

2:33 AM · Jan 22, 2020



6



See Ryan P. Randall | #BlackLivesMatter's other Tweets



Alyssa Jocson Porter @itsuhLEEsuh · Jan 22, 2020



Replying to @alwaysreeding and @maraebrarian

[immediately looks up book title]



reed garber-pearson
@alwaysreeding

It's so good, and a local Seattle writer! I'm still being moved by it [#critlib](#)



Empowered Boundaries by Cristien Storm: 978162...

Strengthen relationships, build more resilient communities, and develop a stronger emotional ...

penguinrandomhouse.com

2:33 AM · Jan 22, 2020



2



See reed garber-pearson's other Tweets



McKensie Mack 
@mckensiemack



A2: For me it looks like self-forgiveness and self-kindness. It means recognizing that I have to contend with and unlearn the ways I've internalized systems of harm. It means understanding that I will make mistakes and that accountability does NOT mean disposability.
[#critlib](#)



reed garber-pearson @alwaysreeding

Q2: What does generous accountability, to ourselves and our communities, look like as a daily practice? [#critlib](#)

2:35 AM · Jan 22, 2020



18



See McKensie Mack 's other Tweets



Jamie #blacklivesmatter @Gaymerbrarian · Jan 22, 2020



The idea that change is possible matters a lot here. If you've seen other issues going nowhere, even small ones, it's easy to just assume things will tend towards the status quo in the end. [#CritLib](#)



Alyssa Jocson Porter @itsuhLEEsuh

Q3: How can we build and foster a culture of accountability into our workspaces? What conditions need to be in place to build this? [#critlib](#)



reed garber-pearson
@alwaysreeding

Yes, I'm really into bringing in the imagination in this convo, since accountability, especially in institutions, is really difficult to name [#critlib](#)

2:35 AM · Jan 22, 2020



1



See reed garber-pearson's other Tweets



Jamie #blacklivesmatter
@Gaymerbrarian



A3: I feel like another condition (or maybe this is part of A2) is that people might accept your apology? if the only model of accountability is removal and denial... there's not a lot of motivation to do that work there. But also - not everyone might accept the apology. [#CritLib](#)

2:35 AM · Jan 22, 2020



1



See Jamie #blacklivesmatter's other Tweets



Megan Watson
@meganjwatson



A3 the trust thing is big for me. There are a lot of ppl at work (esp management) that...well, not so much. But I've built community with some others where I feel like these conversations are not only possible but really generative/transformational [#critlib](#)

2:36 AM · Jan 22, 2020



1



See Megan Watson's other Tweets



Amanda Meeks
@A_meeksie



Q4: When we hold ourselves or each other accountable, how do we balance intentions and impact with care and generosity? [#critlib](#)

2:36 AM · Jan 22, 2020



9



See Amanda Meeks's other Tweets



Jamie #blacklivesmatter @Gaymerbrarian · Jan 22, 2020



A3: I feel like another condition (or maybe this is part of A2) is that people might accept your apology? if the only model of accountability is removal and denial... there's not a lot of motivation to do that work there. But also - not everyone might accept the apology. [#CritLib](#)



reed garber-pearson
@alwaysreeding

Curious how accountability and apology intersect here, and how we equate them [#critlib](#)

2:37 AM · Jan 22, 2020



4



See reed garber-pearson's other Tweets



reed garber-pearson @alwaysreeding · Jan 22, 2020



Replying to @itsuhLEEsuh and @maraebrarian

It's so good, and a local Seattle writer! I'm still being moved by it
[#critlib](#)



Empowered Boundaries by Cristien Storm: ...
Strengthen relationships, build more resilient communities, and develop a stronger ...
penguinrandomhouse.com



Megan Watson

@meganjwatson

[#critlib](#) totally have this and haven't read it yet! maybe moving it up to the top of my queue now... :)

2:37 AM · Jan 22, 2020



1



See Megan Watson's other Tweets



Megan Watson @meganjwatson · Jan 22, 2020



Replying to @Gaymerbrarian and @violetbfox

Sonya Renee Taylor did an instagram TV video a few months back talking about calling out (e.g. please stop hurting me), calling in (e.g. I'm going to work w/you on your learning), and calling on (e.g. I'm asking you to do better, but that's your work). Resonated w/me. [#critlib](#)



Jamie #blacklivesmatter

@Gaymerbrarian

I'm intrigued by "calling on" but I'm not sure what the language difference might be between this and "calling out" looks like. [#CritLib](#) or what it looks like if the call is ignored (which is more negative than this convo today asks for)

2:37 AM · Jan 22, 2020



1



See Jamie #blacklivesmatter's other Tweets



Amanda Meeks @A_meeksie · Jan 22, 2020



Replying to @violetbfox

I am with you. I have a hard time trusting many colleagues, but I think that even having a small group of people who commit this level of care to one another is helpful! Maybe even outside of the workplace...



Violet Fox
@violetbfox

I can easily see generous accountability working outside of the workplace, in spaces where we choose who we interact with. I'm thinking of, for example, zinester spaces or the [#critlib](#) community itself. But at work? Maybe it's just the places I've worked, but I can't see it.

2:37 AM · Jan 22, 2020



6



See Violet Fox's other Tweets



Ryan P. Randall | #BlackLivesMatter
@foureyedsoul



A3 Neoliberal management practices & valorization of an individualistic point of view work directly against a culture of generous accountability in our workplaces. Like, a lot of employment, economic, & cultural conditions need to change for this to be easy to build.
[#CritLib](#)

2:37 AM · Jan 22, 2020



7



See Ryan P. Randall | #BlackLivesMatter's other Tweets



amlibrarian
@amlibrarian



Hi [#critlib](#)! I'm Anne-Marie, another committee member and academic librarian from Oregon. So sad I had to be late, but excited and grateful for this conversation.

2:37 AM · Jan 22, 2020



5



See amlibrarian's other Tweets



reed garber-pearson

@alwaysreeding



A5: For me personally, curiosity is a big one. When I'm curious I'm less defensive. [#critlib](#)



Amanda Meeks @A_meeksie

Q4: When we hold ourselves or each other accountable, how do we balance intentions and impact with care and generosity? [#critlib](#)

2:39 AM · Jan 22, 2020



11



See reed garber-pearson's other Tweets



Jamie #blacklivesmatter @Gaymerbrarian · Jan 22, 2020



Replying to @meganjwatson and @violetbfox

I'm intrigued by "calling on" but I'm not sure what the language difference might be between this and "calling out" looks like. [#CritLib](#) or what it looks like if the call is ignored (which is more negative than this convo today asks for)



Violet Fox

@violetbfox

I think all of these require some amount of willingness for the "offending" party to participate, otherwise, it's not calling on or calling out, it's just "calling someone an asshole" and them leaving. 😊 [#critlib](#)

2:39 AM · Jan 22, 2020



5



See Violet Fox's other Tweets



reed garber-pearson @alwaysreeding · Jan 22, 2020



Replying to @Gaymerbrarian

Curious how accountability and apology intersect here, and how we equate them [#critlib](#)



Amanda Meeks

@A_meeksie

Accepting someone's apology might not be possible, depending on the situation, and I think that is okay! The person/community who was harmed should get to decide whether they accept an apology, but being accountable for harm doesn't always mean forgiven.

[#critlib](#)

2:39 AM · Jan 22, 2020



3



See Amanda Meeks's other Tweets



Ryan P. Randall | #BlackLivesMatter @four... · Jan 22, 2020 

A3 Neoliberal management practices & valorization of an individualistic point of view work directly against a culture of generous accountability in our workplaces. Like, a lot of employment, economic, & cultural conditions need to change for this to be easy to build. [#CritLib](#)



Ryan P. Randall | #BlackLivesMatter
@foureyedsoul

A3.1 We'd need something closer to what Harney & Moten (minorcompositions.info/?p=516) call study. A type of accountability that's not about harm as debt collection, but instead recognizing indebtedness to each other, in ways that are generative rather than oppressive. [#CritLib](#)

2:39 AM · Jan 22, 2020



6



See Ryan P. Randall | #BlackLivesMatter's other Tweets



reed garber-pearson @alwaysreeding · Jan 22, 2020 

Replying to @Gaymerbrarian

Curious how accountability and apology intersect here, and how we equate them [#critlib](#)



Jamie #blacklivesmatter
@Gaymerbrarian

That's a fair Q. I guess I'm thinking mostly of situations where a diversity of opinion exists for what accountability would look like in any particular situation. I think that's different from just accepting or not an apology or forgiveness. [#CritLib](#)

2:40 AM · Jan 22, 2020



See Jamie #blacklivesmatter's other Tweets



Ryan P. Randall | #BlackLivesMatter @four... · Jan 22, 2020 

Replying to @foureyedsoul

A3.1 We'd need something closer to what Harney & Moten (minorcompositions.info/?p=516) call study. A type of accountability that's not about harm as debt collection, but instead recognizing indebtedness to each other, in ways that are generative rather than oppressive. [#CritLib](#)



Ryan P. Randall | #BlackLivesMatter
@foureyedsoul

A3.2 Depending on workplace conditions, maybe practice it outside work, rather than expecting it primarily at work? Maybe among friends / colleagues we trust, even or especially at different workplaces? Having built skills/dispositions elsewhere, then bring them to work. [#CritLib](#)

2:40 AM · Jan 22, 2020



8



See Ryan P. Randall | #BlackLivesMatter's other Tweets



Jamie #blacklivesmatter @Gaymerbrarian · Jan 22, 2020 

Replying to @meganjwatson and @violetbfox

I'm intrigued by "calling on" but I'm not sure what the language difference might be between this and "calling out" looks like. [#CritLib](#) or what it looks like if the call is ignored (which is more negative than this convo today asks for)



Megan Watson
@meganjwatson

The ex they use for calling out: you stepped on my foot, and I just need you to get off i.e. I'm not so concerned w/whether you learn/grow/etc. Calling on is more: I believe you can do better, here's how you might start, but I'm not nec going to walk that path with you [#critlib](#)

2:41 AM · Jan 22, 2020



6



See Megan Watson's other Tweets



Amanda Meeks
@A_meeksie



YES! I love this idea. [#critlib](#)



Ryan P. Randall | #BlackLivesMatter @foureyedsoul

Replying to @foureyedsoul

A3.2 Depending on workplace conditions, maybe practice it outside work, rather than expecting it primarily at work? Maybe among friends / colleagues we trust, even or especially at different workplaces? Having built skills/dispositions elsewhere, then bring them to work. #CritLib

2:41 AM · Jan 22, 2020



5



See Amanda Meeks's other Tweets



Desmond
@desmondcwong



Hi [#critlib](#)! Joining a little late today but super excited to talk about generous accountability today. I am an academic librarian and I'm going to be at [#alamw20](#) this week!

2:41 AM · Jan 22, 2020



16



See Desmond's other Tweets



Maggie Melo, Ph.D. 🎃 🍷 🕷️
@marijel_melo



Providing space to practice apologizing & intervening when microaggressions happen in real-time. Sometimes we want to act, but don't have the words. I carve time out in class to practice identifying & intervening so we can get familiar to the language & discomfort. [#critlib](#)



Alyssa Jocson Porter @itsuhLEEsuh

Q3: How can we build and foster a culture of accountability into our workspaces? What conditions need to be in place to build this? [#critlib](#)

2:41 AM · Jan 22, 2020



22



See Maggie Melo, Ph.D. 🎃 🍷 🕷️'s other Tweets



Maggie Melo, Ph.D. 🎃 🍡 🕸 @marijel_melo · Jan 22, 2020



Providing space to practice apologizing & intervening when microaggressions happen in real-time. Sometimes we want to act, but don't have the words. I carve time out in class to practice identifying & intervening so we can get familiar to the language & discomfort. #critlib



Alyssa Jocson Porter @itsuhLEEsuh

Q3: How can we build and foster a culture of accountability into our workspaces? What conditions need to be in place to build this? #critlib



Maggie Melo, Ph.D. 🎃 🍡 🕸 @marijel_melo

I also found this reference guide adapted from Kenney, G. Helpful: academicaffairs.ucsc.edu/events/document... #critlib

Tool: Interrupting Microaggressions

MICROAGGRESSION EXAMPLE AND THEME	THIRD PARTY INTERVENTION EXAMPLE	COMMUNICATION APPROACH
<p>Alien in One's Own Land To a Latino American: "Where are you from?"</p> <p>Ascription of Intelligence To an Asian person, "You're all good in math, can you help me with this problem?"</p> <p>Color Blindness "I don't believe in race."</p>	<p>"I'm just curious. What makes you ask that?"</p> <p>"I heard you say that all Asians are good in math. What makes you believe that?"</p> <p>"So, what do you believe in? Can you elaborate?"</p>	<p>INQUIRE Ask the speaker to elaborate. This will give you more information about where s/he is coming from, and may also help the speaker to become aware of what s/he is saying. KEY PHRASES: "Say more about that." "Can you elaborate on your point?" "It sounds like you have a strong opinion about this. Tell me why." "What is it about this that concerns you the most?"</p>
<p>Myth of Meritocracy "Everyone can succeed in this society, if they work hard enough."</p> <p>Pathologizing Cultural Values/Communication Styles Asking a Black person: "Why do you have to be so loud/animated? Just calm down."</p>	<p>"So you feel that everyone can succeed in this society if they work hard enough. Can you give me some examples?"</p> <p>"It appears you were uncomfortable when ___ said that. I'm thinking that there are many styles to express ourselves. How we can honor all styles of expression—can we talk about that?"</p>	<p>PARAPHRASE/REFLECT Reflecting in one's own words the essence of what the speaker has said. Paraphrasing demonstrates understanding and reduces defensiveness of both you and the speaker. Restate briefly in your own words, rather than simply parroting the speaker. Reflect both content and feeling whenever possible. KEY PHRASES: "So, it sounds like you think..." "You're saying...You believe..."</p>
<p>Second-Class Citizen You notice that your female colleague is being frequently interrupted during a committee meeting.</p> <p>Pathologizing Cultural Values/Communication Styles To a woman of color: "I would have never guessed that you were a scientist."</p>	<p>Responder addressing the group: "___ brings up a good point. I didn't get a chance to hear all of it. Can ___ repeat it?"</p> <p>"I'm wondering what message this is sending her. Do you think you would have said this to a white male?"</p>	<p>REFRAME Create a different way to look at a situation. KEY PHRASES: "What would happen if..." "Could there be another way to look at this..." "Let's reframe this..." "How would you feel if this happened to your ___?"</p>
<p>Second-Class Citizen Saying "You people...."</p>	<p>"I was so upset by that remark that I shut down and couldn't hear anything else."</p>	<p>USE IMPACT AND "I" STATEMENTS A clear, nonthreatening way to directly address these issues is to focus on oneself rather than on the person. It communicates the impact of a</p>

2:41 AM · Jan 22, 2020



7



See Maggie Melo, Ph.D. 🎃 🍡 🕸's other Tweets



Debra Trogdon-Livingston

@MsDebraL



A4. That is a tough line to walk. It would be very easy to negate that impact of actions when you are thinking about people's intentions and maintaining kindness to all parties. I think it helps to stay focused and not let emotions rule. [#critlib](#)

2:42 AM · Jan 22, 2020



See Debra Trogdon-Livingston's other Tweets



reed garber-pearson @alwaysreeding · Jan 22, 2020



A5: For me personally, curiosity is a big one. When I'm curious I'm less defensive. [#critlib](#)



Amanda Meeks @A_meeksie

Q4: When we hold ourselves or each other accountable, how do we balance intentions and impact with care and generosity? [#critlib](#)



reed garber-pearson

@alwaysreeding

A4: I heard this podcast recently with Tara Brach & she was talking about when we are not accountable or generous, when we use vengeance, fear and reaction as tools, these are lazy forms of grief. [#critlib](#)

2:42 AM · Jan 22, 2020



5



See reed garber-pearson's other Tweets



Violet Fox @violetbfox · Jan 22, 2020



Replying to @Gaymerbrarian

I think all of these require some amount of willingness for the "offending" party to participate, otherwise, it's not calling on or calling out, it's just "calling someone an asshole" and them leaving.

[#critlib](#)



Jamie #blacklivesmatter

@Gaymerbrarian

this enters the realm of A4 territory: the willingness of the offending party to participate is irrelevant, IME.

[#CritLib](#)

2:43 AM · Jan 22, 2020



2



See Jamie #blacklivesmatter's other Tweets



Alyssa Jocson Porter

@itsuhLEEsuh



A4: For me, I would bring in mindfulness. When I slow down and have an awareness of how I'm feeling (e.g. defensive, angry, hurt), then I can also make space for others too and consider how the situation might be affecting them. [#critlib](#)



Amanda Meeks @A_meeksie

Q4: When we hold ourselves or each other accountable, how do we balance intentions and impact with care and generosity? [#critlib](#)

2:43 AM · Jan 22, 2020



14



See Alyssa Jocson Porter's other Tweets



reed garber-pearson @alwaysreeding · Jan 22, 2020



Replying to @alwaysreeding

A4: I heard this podcast recently with Tara Brach & she was talking about when we are not accountable or generous, when we use vengeance, fear and reaction as tools, these are lazy forms of grief. [#critlib](#)



reed garber-pearson

@alwaysreeding

A4: So there's something about this on a personal level, getting honest with our own grief and fears and emotions in order to be in less harm with others [#critlib](#)

2:44 AM · Jan 22, 2020



8



See reed garber-pearson's other Tweets



Gina "Wear a Mask, Don't Be Racist" Murrell

@GinaMurrell1



A4. Be selfless, but don't forget yourself and what you need to be a healthy part of the whole. If you're coming from an unhealthy place, that will create imbalance. [#critlib](#)



Amanda Meeks @A_meeksie

Q4: When we hold ourselves or each other accountable, how do we balance intentions and impact with care and generosity? [#critlib](#)

2:45 AM · Jan 22, 2020



8



See Gina "Wear a Mask, Don't Be Racist" Murrell's other Tw...



Desmond @desmondcwong · Jan 22, 2020



Replying to @desmondcwong

A1:When I think about generous accountability, I think about citational ethics and practices. A lot of colleagues do incredible work and are also so happy to share their activities, programs and thought processes. I think we can do a better job of - cont'd



Amanda Meeks @A_meeksie

Q1: How do you interpret or define "generous accountability"? How does the use of the word "generous" change the connotation of the term "accountability", and why? #critlib



Desmond

@desmondcwong

... giving each other credit for our ideas. Especially for BIPOC folx who do such great community work! I know that these programs and services come out of relationships and accountabilities to their own communities and it is generous to give those relationships space #critlib

2:45 AM · Jan 22, 2020



7



See Desmond's other Tweets



Ryan P. Randall | #BlackLivesMatter

@foureyedsoul



A4 I know it's not the intention of this Q, but something about the word "balance" strikes me tonight as tending towards "both sides" discourse. So maybe we recognize balance isn't possible for each instance of harm, but it's an overall goal for generous accountability? #CritLib

2:47 AM · Jan 22, 2020



12



See Ryan P. Randall | #BlackLivesMatter's other Tweets



Desmond @desmondcwong · Jan 22, 2020



Replying to @desmondcwong

... giving each other credit for our ideas. Especially for BIPOC folx who do such great community work! I know that these programs and services come out of relationships and accountabilities to their own communities and it is generous to give those relationships space [#critlib](#)



Desmond
@desmondcwong

A2: Accountability to ourselves is about the integrity that we bring to our work. To be generous to ourselves is to give ourselves permission not to compromise our values and what makes us whole people in pursuit of our librarianship practice [#critlib](#)



reed garber-pearson @alwaysreeding

Q2: What does generous accountability, to ourselves and our communities, look like as a daily practice? [#critlib](#)

2:47 AM · Jan 22, 2020



7



See Desmond's other Tweets



Amanda Meeks
@A_meeksie



A4: Intention is important, but not as important as impact. Checking in with all parties in a situation requires that we care and see each other as full and complex beings, but we have work to do to repair or recover [#critlib](#)

2:48 AM · Jan 22, 2020



6



See Amanda Meeks's other Tweets



Amanda Meeks
@A_meeksie



Q5: How do we decenter whiteness in the process of setting up systems of accountability? [#critlib](#)

2:48 AM · Jan 22, 2020



10



See Amanda Meeks's other Tweets



Ryan P. Randall | #BlackLivesMatter @four... · Jan 22, 2020 

A4 I know it's not the intention of this Q, but something about the word "balance" strikes me tonight as tending towards "both sides" discourse. So maybe we recognize balance isn't possible for each instance of harm, but it's an overall goal for generous accountability? #CritLib



reed garber-pearson
@alwaysreeding

100% this. Thanks for mentioning this. #critlib

2:48 AM · Jan 22, 2020



3



See reed garber-pearson's other Tweets



Desmond @desmondcwong · Jan 22, 2020 

Replying to @desmondcwong

A2: Accountability to ourselves is about the integrity that we bring to our work. To be generous to ourselves is to give ourselves permission not to compromise our values and what makes us whole people in pursuit of our librarianship practice #critlib



reed garber-pearson @alwaysreeding

Q2: What does generous accountability, to ourselves and our communities, look like as a daily practice? #critlib



Desmond
@desmondcwong

A2 cont'd: This profession demands a lot from us. And as we've seen from #NoHateALA, what we bring is at odds with library thought leadership. This is unacceptable to me. We need to embody that accountability by refusing compromise in our ethic #critlib

2:49 AM · Jan 22, 2020



5



See Desmond's other Tweets



Nicky Andrews
@maraebrarian



Having allies who are willing to gently point out white fragility, recognizing that apologies do not need to be accepted (or accepted uniformly or on your timeline), not demanding that PoC do all of the education about harm they have encountered. [#critlib](#)



Amanda Meeks @A_meeksie

Q5: How do we decenter whiteness in the process of setting up systems of accountability? [#critlib](#)

2:50 AM · Jan 22, 2020



30



See Nicky Andrews's other Tweets



Keahiahi Long
@keahiahi



Being generously accountable to the communities that invest in me / I'm invested in means intentionally holding generous space for them, esp bc there are many who haven't previously been privileged to much space.

[#critlib](#)



reed garber-pearson @alwaysreeding

Q2: What does generous accountability, to ourselves and our communities, look like as a daily practice? [#critlib](#)

2:51 AM · Jan 22, 2020 from Honolulu, HI



13



See Keahiahi Long's other Tweets



reed garber-pearson
@alwaysreeding



"Apologies do not need to be accepted." [#critlib](#)



Nicky Andrews @maraebrarian

Having allies who are willing to gently point out white fragility, recognizing that apologies do not need to be accepted (or accepted uniformly or on your timeline), not demanding that PoC do all of the education about harm they have encountered. [#critlib](#)
twitter.com/A_meeksie/stat...

2:51 AM · Jan 22, 2020



20



See reed garber-pearson's other Tweets



Nicky Andrews
@maraebrarian



Not mixing up token efforts or admitting of harm (yup, including land acknowledgements) as being the same as taking action to address that harm. [#critlib](#)



Amanda Meeks @A_meeksie

Q5: How do we decenter whiteness in the process of setting up systems of accountability? [#critlib](#)

2:52 AM · Jan 22, 2020



15



See Nicky Andrews's other Tweets



Ryan P. Randall | #BlackLivesMatter @four... · Jan 22, 2020

A4 I know it's not the intention of this Q, but something about the word "balance" strikes me tonight as tending towards "both sides" discourse. So maybe we recognize balance isn't possible for each instance of harm, but it's an overall goal for generous accountability? [#CritLib](#)



Ryan P. Randall | #BlackLivesMatter
@foureyedsoul

A4.1 Internally, I can hope to "balance" these by working to get my head & my feels to accept that I mess up, that I harm others, & that I need to do better. To use the "stepped on my foot" example, to prioritize other people's safety over my learning opportunities. [#CritLib](#)

2:52 AM · Jan 22, 2020



5



See Ryan P. Randall | #BlackLivesMatter's other Tweets



Keahiahi Long @keahiahi · Jan 22, 2020



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reed garber-pearson @alwaysreeding

Q2: What does generous accountability, to ourselves and our communities, look like as a daily practice? #critlib



Jamie #blacklivesmatter

@Gaymerbrarian

This is sort of what underlies what I try to do with everything I'm involved with at #DHSI, that holding space for (for me) queer/trans folks to be fully in their work is as much of a model as it is praxis. That goes even for 1-shots, or whatever, I think #CritLib

2:53 AM · Jan 22, 2020



1



See Jamie #blacklivesmatter's other Tweets



Megan Watson

@meganjwatson



A4 kinda ties together w/A5 for me, and that's really thinking about positionality, mine and others, and how impacts are difft depending on the identities we hold. IOW, sometimes I really need to step in/up re accountability, both holding and accepting #critlib

2:53 AM · Jan 22, 2020



7



See Megan Watson's other Tweets



reed garber-pearson

@alwaysreeding



A5: There is already so much work and leadership being done around accountability. Follow and support that work being done by BIPOC folx #critlib



Amanda Meeks @A_meeksie

Q5: How do we decenter whiteness in the process of setting up systems of accountability? #critlib

2:54 AM · Jan 22, 2020



9



See reed garber-pearson's other Tweets



Maggie Melo, Ph.D. 🎃 🍷 🕷️

@marijel_melo



A5: Money, power, and resources to marginalized. This would be a good start to decenter whiteness in systems of accountability. #critlib



Amanda Meeks @A_meeksie

Q5: How do we decenter whiteness in the process of setting up systems of accountability? #critlib

2:54 AM · Jan 22, 2020



8



See Maggie Melo, Ph.D. 🎃 🍷 🕷️'s other Tweets



Desmond @desmondcwong · Jan 22, 2020



Replying to @desmondcwong

A2 cont'd: This profession demands a lot from us. And as we've seen from #NoHateALA, what we bring is at odds with library thought leadership. This is unacceptable to me. We need to embody that accountability by refusing compromise in our ethic #critlib



Desmond

@desmondcwong

A3: I think we need to value feminist labour and an ethic of care in our workplaces. I reject the idea of a library ethic that is built on consequentialism (like the ALA code of ethics) and rather embrace feminist ethics in our work #critlib



Alyssa Jocson Porter @itsuhLEEsuh

Q3: How can we build and foster a culture of accountability into our workspaces? What conditions need to be in place to build this? #critlib

2:54 AM · Jan 22, 2020



6



See Desmond's other Tweets



Desmond @desmondcwong · Jan 22, 2020



Replying to @desmondcwong

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Desmond
@desmondcwong

A3 cont'd: Because librarianship seems so hellbent on being seen as objective, neutral labour, it subjects feminist labour as subjective and invaluable. But a feminist ethic of care should be, by nature, generous and accountable when focused on the communities we serve [#critlib](#)

2:54 AM · Jan 22, 2020



♥ 11 👤 See Desmond's other Tweets



McKensie Mack 🐰
@mckensiemack



A4: I find it incredibly helpful to consider my personal theory of change. I check-in with myself and my intentions. Am I holding this person accountable because I want to feel better about myself? Am I here because I'm invested in repair? Do I have the capacity? [#critlib](#)



Amanda Meeks @A_meeksie

Q4: When we hold ourselves or each other accountable, how do we balance intentions and impact with care and generosity? [#critlib](#)

2:55 AM · Jan 22, 2020



♥ 17 👤 See McKensie Mack 🐰's other Tweets



Keahiahi Long @keahiahi · Jan 22, 2020



Being generously accountable to the communities that invest in me / I'm invested in means intentionally holding generous space for them, esp bc there are many who haven't previously been privileged to much space. #critlib



reed garber-pearson @alwaysreeding

Q2: What does generous accountability, to ourselves and our communities, look like as a daily practice? #critlib



Keahiahi Long

@keahiahi

Q2 cont. As others have said - "generous accountability" can evoke a weird understanding at first glance. There's a spectrum of generosity that looks different for different contexts. #critlib

2:55 AM · Jan 22, 2020 from Honolulu, HI



8



See Keahiahi Long's other Tweets



ReadingDanger @ReadingDanger · Jan 22, 2020



I find it really confusing to follow whenever my Twitter feed is filled with teachers or librarians doing some kind of Q&A event. Is there some other piece of software organizing this stuff?



Lena Gluck

@LenaGluck

The #critlib conversation happening right now was organized here: [critlib.org/twitter-chats/...](https://critlib.org/twitter-chats/)

2:55 AM · Jan 22, 2020



2



See Lena Gluck's other Tweets



reed garber-pearson @alwaysreeding · Jan 22, 2020



A5: There is already so much work and leadership being done around accountability. Follow and support that work being done by BIPOC folx [#critlib](#)



Amanda Meeks @A_meeksie

Q5: How do we decenter whiteness in the process of setting up systems of accountability? [#critlib](#)



reed garber-pearson
@alwaysreeding

And that also means stepping into that work for myself and other white folks. And do the work of examining myself, being in community enough to practice giving and taking criticism. [#critlib](#)

2:55 AM · Jan 22, 2020



3



See reed garber-pearson's other Tweets



Nicky Andrews
@maraebrarian



This reminds me: Please do not put together a code of conduct for your conference/event if you are completely unequipped or unwilling to enforce it in a way which centres the impacted person, at their time of need. [#critlib](#) [#alamw20](#)



Amanda Meeks @A_meeksie

Q5: How do we decenter whiteness in the process of setting up systems of accountability? [#critlib](#)

2:55 AM · Jan 22, 2020



80



See Nicky Andrews's other Tweets



Alyssa Jocson Porter
@itsuhLEEsuh



So many great responses to questions posed today! In the last few minutes of our time together, does anyone have any questions for the ACRL President's Program Planning Committee or facilitator? [#critlib](#)

2:57 AM · Jan 22, 2020



10



See Alyssa Jocson Porter's other Tweets



Ryan P. Randall | #BlackLivesMatter @four... · Jan 22, 2020

Replying to @foureyedsoul

A4.1 Internally, I can hope to "balance" these by working to get my head & my feels to accept that I mess up, that I harm others, & that I need to do better. To use the "stepped on my foot" example, to prioritize other people's safety over my learning opportunities. [#CritLib](#)



Ryan P. Randall | #BlackLivesMatter
@foureyedsoul

A4.2 When I was thinking about these Qs last night, I thought I'd use my learning to accept my ADHD time mistakes & combat my tendency to interrupt colleagues as examples.

But those are comfortable. Instead please read & sit with [@AprilHathcock's](#) aprilhathcock.wordpress.com/2020/01/21/you... [#CritLib](#)

	<p>Your Learning Hurts</p> <p>I'm in yet another diversity training. It could be today or yesterday or three years ago or probably two ...</p> <p>aprilhathcock.wordpress.com</p>
--	--

2:57 AM · Jan 22, 2020



8



See Ryan P. Randall | #BlackLivesMatter's other Tweets



Gina "Wear a Mask, Don't Be Racist" Murrell
@GinaMurrell1



A5. Be intentional about it. Don't just pay it lip service because it makes you or the larger entity look good. Truly be about it. And don't expect people of color to do all the heavy lifting. Also, expect discomfort & hopefully grow from it. [#critlib](#)

	<p>Amanda Meeks @A_meeksie</p> <p>Q5: How do we decenter whiteness in the process of setting up systems of accountability? #critlib</p>
--	--

2:57 AM · Jan 22, 2020



21



See Gina "Wear a Mask, Don't Be Racist" Murrell's other T...



Nicky Andrews @maraebrarian · Jan 22, 2020



This reminds me: Please do not put together a code of conduct for your conference/event if you are completely unequipped or unwilling to enforce it in a way which centres the impacted person, at their time of need. #critlib #alamw20



Amanda Meeks @A_meeksie

Q5: How do we decenter whiteness in the process of setting up systems of accountability? #critlib



reed garber-pearson

@alwaysreeding

This should totally be part of our conversation. Cause dang this seems to happen a lot! #critlib

2:57 AM · Jan 22, 2020



1



See reed garber-pearson's other Tweets



Desmond @desmondcwong · Jan 22, 2020



Replying to @desmondcwong

A3 cont'd: Because librarianship seems so hellbent on being seen as objective, neutral labour, it subjects feminist labour as subjective and invaluable. But a feminist ethic of care should be, by nature, generous and accountable when focused on the communities we serve #critlib



Desmond

@desmondcwong

A4: I struggle with this SO MUCH. Good intentions are everywhere and none of us are perfect. But during a @librarieswehere meetup in Cleveland, @jeninthelib taught me to call in rather than to call out #critlib



Amanda Meeks @A_meeksie

Q4: When we hold ourselves or each other accountable, how do we balance intentions and impact with care and generosity? #critlib

2:59 AM · Jan 22, 2020



7



See Desmond's other Tweets



Desmond @desmondcwong · Jan 22, 2020



Replying to @desmondcwong

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Amanda Meeks @A_meeksie

Q4: When we hold ourselves or each other accountable, how do we balance intentions and impact with care and generosity? #critlib



Desmond
@desmondcwong

A4 cont'd: We are looking for solidarity, and that necessitates calling in as we learn together. Calling in is an embrace to the movement - a desire to do better. Accountability is not an inane concept. It is painful and requires sacrifice #critlib

2:59 AM · Jan 22, 2020



7



See Desmond's other Tweets



Desmond @desmondcwong · Jan 22, 2020



Replying to @desmondcwong

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Desmond
@desmondcwong

A4 cont'd: I encourage anyone considering themselves working in solidarity to constantly revisit *why* they are in solidarity, *who* is leading this solidarity and *how* is your work directly ameliorating the lives of the people with whom you walk alongside #critlib

2:59 AM · Jan 22, 2020



16



See Desmond's other Tweets



Megan Watson
@meganjwatson



Yes yes yes yes YES [#critlib](#)



Desmond @desmondcwong

Replying to @desmondcwong

A4 cont'd: I encourage anyone considering themselves working in solidarity to constantly revisit **why** they are in solidarity, **who** is leading this solidarity and **how** is your work directly ameliorating the lives of the people with whom you walk alongside [#critlib](#)

3:00 AM · Jan 22, 2020



4



See Megan Watson's other Tweets



reed garber-pearson
@alwaysreeding



Thanks to everyone for taking part in this [#critlib](#) chat on accountability. We'll continue to engage on twitter and form this program for [#alaac20](#) so keep the thoughts coming as you have them!



Alyssa Jocson Porter @itsuhLEEsuh

So many great responses to questions posed today! In the last few minutes of our time together, does anyone have any questions for the ACRL President's Program Planning Committee or facilitator? [#critlib](#)

3:01 AM · Jan 22, 2020



12



See reed garber-pearson's other Tweets



Alyssa Jocson Porter
@itsuhLEEsuh



Of course, feel free to reach out to us with questions or feedback even after the conclusion of this [#critlib](#) chat. Thank you all for your participation tonight! Thank you to [@alwaysreeding](#) and [@A_meeksie](#) for co-moderating the chat!



Alyssa Jocson Porter @itsuhLEEsuh

So many great responses to questions posed today! In the last few minutes of our time together, does anyone have any questions for the ACRL President's Program Planning Committee or facilitator? [#critlib](#)

3:01 AM · Jan 22, 2020



10



See Alyssa Jocson Porter's other Tweets



McKensie Mack 
@mckensiemack



Thank you @itsuhLEEsuh, @A_meeksie, and @alwaysreeding for hosting this Twitter chat. Loved your questions on accountability and will be reflecting on them for the rest of the week! #critlib



Alyssa Jocson Porter @itsuhLEEsuh

So many great responses to questions posed today! In the last few minutes of our time together, does anyone have any questions for the ACRL President's Program Planning Committee or facilitator? #critlib

3:02 AM · Jan 22, 2020



6



See McKensie Mack 's other Tweets



Jamie #blacklivesmatter @Gaymerbrarian · Jan 22, 2020



Replying to @foureyedsoul

Sidenote, I realized that I've gone so far in the other direction (not interrupting people) that sometimes I look for natural places to begin speaking and they just don't exist and I end up not speaking at all. ADHD is weird.



Ryan P. Randall | #BlackLivesMatter

@foureyedsoul

Yeah. Honestly, I wrote "colleagues" but more meant "friends." I haven't been interrupt-y outside of friends since like... middle school? I was told in grad school that I need to talk more, that I'm too quiet. Which seemed very gendered; I was _the_ dude in those classes.

#CritLib

3:02 AM · Jan 22, 2020



2



See Ryan P. Randall | #BlackLivesMatter's other Tweets



Debra Trogdon-Livingston

@MsDebraL



This was my first time here, and my first Twitter chat. I have learned so much from you all. Thanks for the wonderful conversation :) #critlib

3:02 AM · Jan 22, 2020



9



See Debra Trogdon-Livingston's other Tweets



Amanda Meeks

@A_meeksie



This has been truly insightful--thank you all so much for this thoughtful and thought-provoking conversation tonight! We hope you'll join us at [#alaac20](#) for the ACRL President's Program, which will be facilitated by [@mckensiemack](#) in Chicago! [#critlib](#)

3:03 AM · Jan 22, 2020



9



See Amanda Meeks's other Tweets



Megan Watson

@meganjwatson



THANK YOU [@A_meeksie](#) [@alwaysreeding](#) & [@itsuhLEEsuh](#) for moderating, and everyone participating! [#critlib](#)

3:03 AM · Jan 22, 2020



8



See Megan Watson's other Tweets



Violet Fox

@violetbfox



Thank you to moderators [@alwaysreeding](#) [@A_meeksie](#) [@itsuhLEEsuh](#) and to all who were able to participate (or lurk!). I'm really looking forward to the ACRL President's Program at ALA Annual, thank you to all of those on the planning committee for your thoughtful approach. [#critlib](#)

3:04 AM · Jan 22, 2020



16



See Violet Fox's other Tweets



Keahiahi Long
@keahiahi



This was amazing... and so fast! Gah, I was not prepared, I couldn't type on my phone quickly enough! Will make sure to be at my computer for the next [#critlib](#) convo! So much to think about!



Alyssa Jocson Porter @itsuhLEEsuh

So many great responses to questions posed today! In the last few minutes of our time together, does anyone have any questions for the ACRL President's Program Planning Committee or facilitator? [#critlib](#)

3:04 AM · Jan 22, 2020 from Honolulu, HI



15



See Keahiahi Long's other Tweets



Violet Fox @violetbfox · Jan 22, 2020



Thank you to moderators [@alwaysreeding](#) [@A_meeksie](#) [@itsuhLEEsuh](#) and to all who were able to participate (or lurk!). I'm really looking forward to the ACRL President's Program at ALA Annual, thank you to all of those on the planning committee for your thoughtful approach. [#critlib](#)



Alyssa Jocson Porter
@itsuhLEEsuh

Thank you for getting us on the [#critlib](#) calendar!

3:04 AM · Jan 22, 2020



5



See Alyssa Jocson Porter's other Tweets



Alyssa Jocson Porter @itsuhLEEsuh · Jan 22, 2020



Replying to [@violetbfox](#) [@alwaysreeding](#) and [@A_meeksie](#)

Thank you for getting us on the [#critlib](#) calendar!



reed garber-pearson
@alwaysreeding

Super thanks to you [@violetbfox](#) for making this all possible! [#critlib](#)

3:05 AM · Jan 22, 2020



5



See reed garber-pearson's other Tweets



Desmond @desmondcwong · Jan 22, 2020



Replying to @desmondcwong

A4 cont'd: I encourage anyone considering themselves working in solidarity to constantly revisit **why** they are in solidarity, **who** is leading this solidarity and **how** is your work directly ameliorating the lives of the people with whom you walk alongside [#critlib](#)



Desmond
@desmondcwong

A5: OMFG THANK YOU FOR THIS QUESTION. IF BLACK AND INDIGENOUS PEOPLE ARE NOT AT THE CENTRE OF YOUR INTENTIONS THEN WHAT EVEN. [#critlib](#)



Amanda Meeks @A_meeksie

Q5: How do we decenter whiteness in the process of setting up systems of accountability? [#critlib](#)

3:06 AM · Jan 22, 2020



10



See Desmond's other Tweets



Desmond @desmondcwong · Jan 22, 2020



Replying to @desmondcwong

A5: OMFG THANK YOU FOR THIS QUESTION. IF BLACK AND INDIGENOUS PEOPLE ARE NOT AT THE CENTRE OF YOUR INTENTIONS THEN WHAT EVEN. [#critlib](#)



Amanda Meeks @A_meeksie

Q5: How do we decenter whiteness in the process of setting up systems of accountability? [#critlib](#)



Desmond
@desmondcwong

A5 cont'd: I live on stolen land - my accountability stems from the fact that my privilege as a settler is built on the erasure of Indigenous and Black lives. Libraries inhabit a system that is predicated on white supremacy and whiteness as default [#critlib](#)

3:06 AM · Jan 22, 2020



7



See Desmond's other Tweets



Desmond @desmondcwong · Jan 22, 2020



Replying to @desmondcwong

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Desmond
@desmondcwong

A5 cont'd: It is a **RESPONSIBILITY** for all of us to consider the ways that our institutions intersect with power to step on the backs of marginalized people. This is something we must do in **EVERY ASPECT** of library work. Our labour is meaningless without it #critlib

3:06 AM · Jan 22, 2020



6



See Desmond's other Tweets



Desmond @desmondcwong · Jan 22, 2020



Replying to @desmondcwong

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Desmond
@desmondcwong

A5 cont'd: We are otherwise reinforcing the structural racism that oppresses QTBIPOC folx because if we maintain our institutions as status quo, we are actively oppressing #critlib

3:06 AM · Jan 22, 2020



9



See Desmond's other Tweets



Desmond @desmondcwong · Jan 22, 2020



Replying to @desmondcwong

A5 cont'd: We are otherwise reinforcing the structural racism that oppresses QTBIPOC folx because if we maintain our institutions as status quo, we are actively oppressing [#critlib](#)



Desmond
@desmondcwong

[#critlib](#) I leave you with this: It is our responsibility as library workers to imagine and work towards an immediate radical future and put that into practice. It is the only ethical way to do our work.

3:06 AM · Jan 22, 2020



♡ 12 👤 See Desmond's other Tweets



Jamie #blacklivesmatter
@Gaymerbrarian



tonight's [#CritLib](#) chat has been, um, illuminating. So, thank you for participating.



Jamie #blacklivesmatter @Gaymerbrarian

Replying to @Gaymerbrarian and @violetbfox

fwiw, this conversation is making me realize some things about my experience of community accountability in the last couple of years.

3:07 AM · Jan 22, 2020



♡ 4 👤 See Jamie #blacklivesmatter's other Tweets



Ryan P. Randall | #BlackLivesMatter
@foureyedsoul



A5 Decentering whiteness might involve using affinity groups to work toward generous accountability in smaller circles? Again, it might work better outside of work & especially outside of management "accountability" structures. [#CritLib](#)

3:08 AM · Jan 22, 2020



♡ 7 👤 See Ryan P. Randall | #BlackLivesMatter's other Tweets



Ryan P. Randall | #BlackLivesMatter @four... · Jan 22, 2020 

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Ryan P. Randall | #BlackLivesMatter

@foureyedsoul

A5.1 If the goal for systems of generous accountability is creating sustainable coalitions that valorize difference & avoid harm, it might counterintuitively require not working as a single big unit.

Especially when some people's tears / discomfort put others at risk. [#CritLib](#)

3:10 AM · Jan 22, 2020



6



See Ryan P. Randall | #BlackLivesMatter's other Tweets



Jamie #blacklivesmatter

@Gaymerbrarian



One last [#CritLib](#) thought - one of the requirements we seem to agree on is that either an injured or 3rd party must be generous, which requires a kind of self-moderation in the moment. That seems counter to some rhetoric, but idk if that's my misunderstanding/oversimplifying or?

3:16 AM · Jan 22, 2020



2



See Jamie #blacklivesmatter's other Tweets



hyperbolbri

@astrobri



Tonight's [#critlib](#) chat on generous accountability looks like it was amazing. Thanks to everyone for *your* generosity.

4:26 AM · Jan 22, 2020



4



See hyperbolbri's other Tweets



Ed Summers ✓

@edsu



I'm just catching up myself, but there was some deep & useful conversation about Generous Accountability on [#CritLib](#) last night.

[critlib.org/generous-accou...](#)

11:38 AM · Jan 22, 2020



See Ed Summers's other Tweets



Jordan Wrigley

@thenorthwurst



A5: persistent monitoring and recognition of our racial biases. Understanding discomfort in ambiguity (what if I say something wrong/racist?) and the time and energy spent educating ourselves as our weight to carry. One that's been carried by POCs for too long. [#critlib](#)



Amanda Meeks @A_meeksie

Q5: How do we decenter whiteness in the process of setting up systems of accountability? [#critlib](#)

12:00 PM · Jan 22, 2020



1



See Jordan Wrigley's other Tweets



Jordan Wrigley

@thenorthwurst



A5: There's a perception that accountability = being deficient. Kill that idea. Rather, being held and holding accountable can be a huge growth opportunity in a safe environment where ppl are viewed holistically and emphasis solutions in learning and collaboration. [#critlib](#)



Amanda Meeks @A_meeksie

Q4: When we hold ourselves or each other accountable, how do we balance intentions and impact with care and generosity? [#critlib](#)

12:17 PM · Jan 22, 2020



2



See Jordan Wrigley's other Tweets



b. m. "global warming is the real horror" watson

@brimwats



#critlib discussion last night was truly lovely to follow along with — it's a good thing to read, even if like me you just listen!



Alyssa Jocson Porter @itsuhLEEsuh

Of course, feel free to reach out to us with questions or feedback even after the conclusion of this #critlib chat. Thank you all for your participation tonight! Thank you to @alwaysreeding and @A_meeksie for co-moderating the chat! [twitter.com/itsuhLEEsuh/st...](https://twitter.com/itsuhLEEsuh/status/1214444444444444444)

1:24 PM · Jan 22, 2020



2



See b. m. "global warming is the real horror" watson's oth...



Violet Fox

@violetbfox



If yesterday's #critlib chat on generous accountability appealed to you, check out the #GenerousThinking hashtag for thoughts on transforming relationships within academia.



Hannah Alpert-Abrams 🤖👊 @hralperta

Today I'm launching a new twitter project with @mimwinick and @envynoveritas.

For the month of January, we're asking: How can we practice #GenerousThinking for a more liberatory future?

3:35 PM · Jan 22, 2020



7



See Violet Fox's other Tweets