#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.

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**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.

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**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/wg vn 7m

9:05 PM · Jan 20, 2020

See Alyssa Jocson Porter’s other Tweets
Suggested reading: Mingus, Mia. “Dreaming Accountability.” Leaving Evidence (blog), May 5, 2019. leavingevidence.wordpress.com/2019/05/05/dreaming-accountability/

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


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
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
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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
"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

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:

"True accountability is not only apologizing, understanding the impact your actions have caused on yourself and others, making amends, and taking steps to change behavior...

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 2...
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

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-acco...

Hi everyone! Tonight's #critlib chat is on generous accountability in libraries. I am one of the moderators along with @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
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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

If you feel comfortable please introduce yourself. #critlib

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.
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.

If you feel comfortable please introduce yourself. #critlib

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

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.

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

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

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

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
Jamie #blacklivesmatter
@Gaymerbrarian

I'm Jamie. not institutionally attached atm. #CritLib
2:06 AM · Jan 22, 2020

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

Nicky Andrews
@maraembrarian

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

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

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yay student participation! #CritLib

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

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

This is such an important reminder for me with the term generosity. #critlib
Jan 22, 2020
reed garber-pearson @alwaysreeding
Replying to @schomj
This is such an important reminder for me with the term generosity. #critlib

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

reed garber-pearson @alwaysreeding

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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
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
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

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

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
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

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

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

@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

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

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

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

@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

@alwaysreeding

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

@GinaMurrell1

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@A_meeksie
Nicky Andrews @maraebrarian · Jan 22, 2020
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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

Violet Fox @violetbfox · Jan 22, 2020
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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
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

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

Hi Daniel :) I am too. #critlib

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

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

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
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

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

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

This! #critlib twitter.com/schomj/status/...
Maggie Melo, Ph.D. @marjel_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

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2:19 AM · Jan 22, 2020

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

reed garber-pearson @alwaysreeding
Thanks for sharing, I was totally thinking about this too! #critlib

2:22 AM · Jan 22, 2020

See Jamie #blacklivesmatter’s other Tweets
See reed garber-pearson’s other Tweets
@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

@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

@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

@Gaymerbrarian

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@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
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

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

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

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

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
Debra Trogdon-Livingston @MsDebraL

This is so important. #critlib

Nicky Andrews @maraebrarian

Replies 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

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

See reed garber-pearson's other Tweets

Megan Watson @meganjwatson • Jan 22, 2020

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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

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

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
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
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
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/s34hvbg #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

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

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
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

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

Violet Fox @violetbfox

2:29 AM · Jan 22, 2020

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

2:30 AM · Jan 22, 2020

See Amanda Meeks's other Tweets
reeder garber-pearson @alwaysreeding · Jan 22, 2020
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Alyssa Jocson Porter @itshLEEsuh
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

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 @itshLEEsuh
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

See Jamie #blacklivesmatter's other Tweets
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

reed garber-pearson @alwaysreeding · Jan 22, 2020
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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

T rusting *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

See Alyssa Jocson Porter’s other Tweets
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

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

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

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
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

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

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
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

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

reid garber-pearson @alwaysreeding

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

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

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
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/transformative #critlib

2:36 AM · Jan 22, 2020

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

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

2:37 AM · Jan 22, 2020

Curious how accountability and apology intersect here, and how we equate them #critlib

2:37 AM · Jan 22, 2020
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

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

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

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)
Amanda Meeks @A_meeksie · Jan 22, 2020
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.

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

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.
For me personally, curiosity is a big one. When I'm curious I'm less defensive. #critlib

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

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)

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

Curious how accountability and apology intersect here, and how we equate them #critlib

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
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

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

Curious how accountability and apology intersect here, and how we equate them #critlib

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
Ryan P. Randall | #BlackLivesMatter | @four

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

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)

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
YES! I love this idea. #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

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!

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
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

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

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

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

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
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

See Alyssa Jocson Porter’s other Tweets

reed garber-pearson
@alwaysreeding

Replied 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

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

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

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

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
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

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

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
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

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
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

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

"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...
Nicky Andrews  
@maraebrian

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

Ryan P. Randall | #BlackLivesMatter  
@four...  

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  
@foureyedsole

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
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

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

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 diff 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

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
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

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
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

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

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

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

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

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

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

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

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
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

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

Your Learning Hurts
I'm in yet another diversity training. It could be today or yesterday or three years ago or probably two ...

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

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

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

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

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

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

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

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

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

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

reedom 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

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

See Megan Watson’s other Tweets

See reed garber-pearson’s other Tweets

See Alyssa Jocson Porter’s other Tweets
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

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

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.

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

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
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

Megan Watson
@meganjwatson
THANK YOU @A_meeksie @alwaysreeding & @itsuhLEEsu for moderating, and everyone participating! #critlib
3:03 AM · Jan 22, 2020

Violet Fox
@violetbfox
Thank you to moderators @alwaysreeding @A_meeksie @itsuhLEEsu 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
Keahiahi Long
@keahiah

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
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

7

See Desmond's other Tweets

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

7

See Desmond's other Tweets

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
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

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

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 · 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

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

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
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

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

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?

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

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

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
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...

1:24 PM · Jan 22, 2020

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