

#critlib 2020-04-14: continuing the conversation around accountability

104 Items

Archive of the April 14 2020 #critlib chat on "continuing the conversation around accountability," facilitated by members of the ACRL President's Program Planning Committee and moderated by @MUEngLib @meganjwatson @mckensiemack. For more info about critlib, including past and future chats, visit <http://critlib.org>.



Karen Munro
@munrovian



Big kudos to this terrific committee, which has been working hard on a great program. Join for tonight's Twitter chat if you can! [#critlib](#)



amlibrarian @amlibrarian

In-person ALA Annual isn't happening, but the ACRL President's Program committee is continuing to think about accountability - and how we might support those conversations online. Join @meganjwatson @MUEngLib and @mckensiemack for a #critlib chat tomorrow (4/14) at 9pm EST.

6:58 PM · Apr 14, 2020



7



See Karen Munro's other Tweets



Amanda Meeks
@A_meeksie



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6:00 PM · Apr 13, 2020



16



See Amanda Meeks's other Tweets



Alyssa Jocson Porter

@itsuhLEEsuh



I'm glad we're continuing the conversation about accountability in the library world! [#critlib](#) chat with [@meganjwatson](#) [@MUEngLib](#) [@A_meeksie](#) [@mckensiemack](#)



Amanda Meeks @A_meeksie

In-person ALA Annual isn't happening, but the ACRL President's Program committee is continuing to think about accountability - and how we might support those conversations online. Join [@meganjwatson](#) [@MUEngLib](#) and [@mckensiemacks](#) for a [#critlib](#) chat tomorrow (4/14) at 9pm EST.

6:51 PM · Apr 13, 2020



4



See Alyssa Jocson Porter's other Tweets



Alyssa Jocson Porter

@itsuhLEEsuh



Tomorrow's CritLib questions relate to accountability not just in the library but in our communities and in this time of crisis. [#critlib](#)



Amanda Meeks @A_meeksie

Replying to @A_meeksie

Peep questions and get background readings here: [critlib.org/continuing-the...](#)

6:54 PM · Apr 13, 2020



9



See Alyssa Jocson Porter's other Tweets



McKensie Mack 🐰
@mckensiemack



I'll be on the [#critlib](#) chat talking about accountability culture TOMORROW at 9pm EDT. Thanks to the ACRL President's Program for the invite.



amlibrarian @amlibrarian

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12:07 AM · Apr 14, 2020



14



See McKensie Mack 🐰's other Tweets



Alyssa Jocson Porter @itsuhLEEsuh · Apr 14, 2020



Today! In approx 90 min! (That is, if I can tell time. I definitely thought today was Wednesday for many hours this morning.)
[#critlib](#)



amlibrarian @amlibrarian

In-person ALA Annual isn't happening, but the ACRL President's Program committee is continuing to think about accountability - and how we might support those conversations online. Join @meganjwatson @MUEngLib and @mckensiemack for a #critlib chat tomorrow (4/14) at 9pm EST.



Alyssa Jocson Porter
@itsuhLEEsuh

I'm reviewing the suggested resources for tonight's [#CritLib](#) chat, and the [@AAPIWomenLead](#) interview with Dr Connie Wun and Mia Mingus has given me a lot to think about re "community", "pods", and showing up for each other.



Community Response to COVID-19 Ep. 2- Mia Mingus
AAPI Women Lead's Dr. Connie Wun sits down with
Mia Mingus, Transformative Justice & Disability ...
imreadymovement.org

11:46 PM · Apr 14, 2020



9



See Alyssa Jocson Porter's other Tweets



Megan Watson
@meganjwatson



Starting in about 10min, join me, @MUEngLib, @mckensiemack, and members of the ACRL President's Program Planning Committee to talk about accountability in libraries! critlib.org/continuing-the... #critlib

12:50 AM · Apr 15, 2020



♡ 4 👤 See Megan Watson's other Tweets



Megan Watson
@meganjwatson



Hi everyone! Tonight's #critlib chat is a continuation of the conversation around accountability in libraries. I am one of the moderators along with @MUEngLib and @mckensiemack

1:00 AM · Apr 15, 2020



♡ 6 👤 See Megan Watson's other Tweets



Megan Watson
@meganjwatson



As members of the ACRL President's Program Planning Committee, we collaborated w/anti-oppression consultant @mckensiemack on a program for #alaac20 asking participants to imagine new possibilities for accountability in libraries. #critlib

1:00 AM · Apr 15, 2020



♡ 4 👤 See Megan Watson's other Tweets



Megan Watson
@meganjwatson



With the cancellation of #alaac20, we're exploring how we might engage our community in this important work online. Many of the committee members are on chat today, you can see everyone on the committee here ala.org/acrl/aboutacrl... #critlib

1:01 AM · Apr 15, 2020



♡ 6 👤 See Megan Watson's other Tweets



Megan Watson
@meganjwatson



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.

1:01 AM · Apr 15, 2020



♡ 5 👤 See Megan Watson's other Tweets



Megan Watson
@meganjwatson



Let's start with intros! If you feel comfortable, please introduce yourself. [#critlib](#)

1:01 AM · Apr 15, 2020



♡ 4 👤 See Megan Watson's other Tweets



Megan Watson
@meganjwatson



I'm an academic librarian in Portland, OR hunkering down in her studio apartment! Have never wanted a backyard more! [#critlib](#)

1:02 AM · Apr 15, 2020



♡ 7 👤 See Megan Watson's other Tweets



Alyssa Jocson Porter
@itsuhLEEsuh



Hi [#critlib](#) folks, I'm Alyssa (she/her), a community college librarian from Seattle. I'm one of the members of this ACRL 2020 President's Program Planning Committee, and I'm looking forward to tonight's chat.



Megan Watson @meganjwatson

With the cancellation of [#alaac20](#), we're exploring how we might engage our community in this important work online. Many of the committee members are on chat today, you can see everyone on the committee here ala.org/acrl/aboutacrl... [#critlib](#)

1:04 AM · Apr 15, 2020



♡ 11 👤 See Alyssa Jocson Porter's other Tweets



Megan Watson @meganjwatson · Apr 15, 2020



Let's start with intros! If you feel comfortable, please introduce yourself. #critlib



Michele Santamaria
@MUEngLib

Hi, I'm an academic librarian from Lancaster, PA who is failing miserably at homeschooling a nearly five year old. #critlib

1:04 AM · Apr 15, 2020



9



See the latest COVID-19 information on Twitter



reed garber-pearson
@alwaysreeding



Hi #CritLib, Reed here. I'm part of the ACRL planning committee for this program. I'm an academic librarian in Seattle on Duwamish land.



Megan Watson @meganjwatson

With the cancellation of #alaac20, we're exploring how we might engage our community in this important work online. Many of the committee members are on chat today, you can see everyone on the committee here ala.org/acrl/aboutacrl... #critlib

1:05 AM · Apr 15, 2020



13



See reed garber-pearson's other Tweets



Megan Watson @meganjwatson · Apr 15, 2020



Let's start with intros! If you feel comfortable, please introduce yourself. #critlib



McKensie Mack 🐰
@mckensiemack

I'm an anti-oppression consultant, facilitator, researcher and the founder of boundarywork.com. My pronouns are they/them/theirs. Here's a photo of me taken when I was in South Africa last year 🙋 I'm excited for the chat tonight! #critlib



1:05 AM · Apr 15, 2020



8



See McKensie Mack 🐰's other Tweets



Amanda Meeks
@A_meeksie



Hi [#critlib](#)! I'm Amanda, a librarian in Tucson, AZ and I'm part of the ACRL President's Program Committee. This is one of my favorite topics to discuss, in and outside of lib*!

1:05 AM · Apr 15, 2020



11



See Amanda Meeks's other Tweets



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



Hi, [#CritLib](#)! I'm a [@uncsils](#) faculty member. Looking forward to tonight's chat. (she/her)



Megan Watson @meganjwatson

With the cancellation of [#alaac20](#), we're exploring how we might engage our community in this important work online. Many of the committee members are on chat today, you can see everyone on the committee here ala.org/acrl/aboutacrl... [#critlib](#)

1:07 AM · Apr 15, 2020



7



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



Alyssa Jocson Porter @itsuhLEEsuh · Apr 15, 2020



Hi [#critlib](#) folks, I'm Alyssa (she/her), a community college librarian from Seattle. I'm one of the members of this ACRL 2020 President's Program Planning Committee, and I'm looking forward to tonight's chat.



Megan Watson @meganjwatson

With the cancellation of [#alaac20](#), we're exploring how we might engage our community in this important work online. Many of the committee members are on chat today, you can see everyone on the committee here ala.org/acrl/aboutacrl... [#critlib](#)



McKensie Mack 🐰
@mckensiemack

Hi Alyssa 🙌 Welcome to our [#critlib](#) chat.

1:08 AM · Apr 15, 2020



4



See McKensie Mack 🐰's other Tweets



Kat Bell
@katkimbell



Hey [#critlib](#), I'm excited to be here after I set a reminder in my phone last night! I'm Kat, an academic librarian outside DC. Pronouns are she/her.

1:08 AM · Apr 15, 2020



11 See Kat Bell's other Tweets



Michele Santamaria
@MUEngLib



So here we go everyone:
Q1. How is the pandemic impacting the ways you think about accountability, within your workplace, the profession, and/or your larger communities? [#critlib](#)

1:09 AM · Apr 15, 2020



15 See the latest COVID-19 information on Twitter



Megan Watson
@meganjwatson



A1. I'm thinking about this a lot in terms of power: who has it, who doesn't, who can speak up, who can't. Specifically, I'm thinking about who can push back on demands to keep things business as usual. [#critlib](#)

1:12 AM · Apr 15, 2020



17 See Megan Watson's other Tweets



Amanda Meeks

@A_meeksie



A1. I have shifted to feeling much more inclined to support my community, my family, and those who I supervise vs. doing my "job" because this transition is hard on many and I have the privilege of being able to do so. [#critlib](#)



Michele Santamaria @MUEngLib

So here we go everyone:

Q1. How is the pandemic impacting the ways you think about accountability, within your workplace, the profession, and/or your larger communities? [#critlib](#)

1:13 AM · Apr 15, 2020



19



See the latest COVID-19 information on Twitter



Megan Watson

@meganjwatson



A1 cont. Can I hold my admin accountable? Can I hold colleagues accountable when they seem to be less concerned about this crisis? If not me, who? [#critlib](#)

1:14 AM · Apr 15, 2020



6



See Megan Watson's other Tweets



Amanda Meeks

@A_meeksie



🔥🔥🔥🔥🔥 [#critlib](#)



Megan Watson @meganjwatson

A1. I'm thinking about this a lot in terms of power: who has it, who doesn't, who can speak up, who can't. Specifically, I'm thinking about who can push back on demands to keep things business as usual. [#critlib](#)

1:14 AM · Apr 15, 2020



3



See Amanda Meeks's other Tweets



McKensie Mack 
@mckensiemack



For me, as an anti-oppression consultant - I think about accountability culture a lot. The pandemic has me asking myself how I am accountable to people in my community who are most vulnerable and how that sense of accountability aligns with my principles and values. [#critlib](#)



Michele Santamaria @MUEngLib

So here we go everyone:

Q1. How is the pandemic impacting the ways you think about accountability, within your workplace, the profession, and/or your larger communities? [#critlib](#)

1:14 AM · Apr 15, 2020



See the latest COVID-19 information on Twitter



reed garber-pearson
@alwaysreeding



A2: I'm seeing the ways I do & don't show up more clearly. Stay at home orders are making it so that we need to be accountable to our communities' health. It's confronting power. I am less oriented to be productive and more towards kindness & care. [#critlib](#)



Michele Santamaria @MUEngLib

So here we go everyone:

Q1. How is the pandemic impacting the ways you think about accountability, within your workplace, the profession, and/or your larger communities? [#critlib](#)

1:15 AM · Apr 15, 2020



See the latest COVID-19 information on Twitter



Ryan P. Randall | #BlackLivesMatter

@foureyedsoul



Hi #CritLib folks! I'm Ryan (pronouns: he/him/his), a community college librarian in Boise, ID. Might mostly lurk this evening... (but I never actually do just mostly lurk when I say that).

Excited to follow along!

1:15 AM · Apr 15, 2020



6



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



Alyssa Jocson Porter

@itsuhLEEsuh



I am grateful that my librarian team is vocal and ready to advocate for ourselves--and for our library staff. Otherwise, I think our various levels of college administration would have easily kept the library open during the early stages of this pandemic. #critlib



Megan Watson @meganjwatson

A1. I'm thinking about this a lot in terms of power: who has it, who doesn't, who can speak up, who can't. Specifically, I'm thinking about who can push back on demands to keep things business as usual. #critlib

1:15 AM · Apr 15, 2020



13



See the latest COVID-19 information on Twitter



Violet Fox

@violetbfox



#critlib



Michele Santamaria @MUEngLib

I too feel like any power/privilege that I have must be leveraged. At the same time, my skepticism towards vocational awe is at peak levels. twitter.com/A_meeksie/stat...

1:15 AM · Apr 15, 2020



9



See Violet Fox's other Tweets



Megan Watson @meganjwatson · Apr 15, 2020



A1. I'm thinking about this a lot in terms of power: who has it, who doesn't, who can speak up, who can't. Specifically, I'm thinking about who can push back on demands to keep things business as usual. #critlib



Kat Bell
@katkimbell

A1. Yes! I was in the @ALA_ACRL webinar today with Mel Hawks. She talked a lot about how crises trigger different feelings based on where you are in the org/how much power you have, & mentioned middle managers may need to assess risk to hold leaders accountable. #critlib

1:17 AM · Apr 15, 2020



17



See Kat Bell's other Tweets



reed garber-pearson @alwaysreeding · Apr 15, 2020



A2: I'm seeing the ways I do & don't show up more clearly. Stay at home orders are making it so that we need to be accountable to our communities' health. It's confronting power. I am less oriented to be productive and more towards kindness & care. #critlib



Michele Santamaria @MUEngLib

So here we go everyone:

Q1. How is the pandemic impacting the ways you think about accountability, within your workplace, the profession, and/or your larger communities? #critlib



reed garber-pearson
@alwaysreeding

I just keep thinking-- exceeding kindness. Give it all, we all deserve it. Trying to not pass judgements as I might normally, not make assumptions that I know what people are going through. #critlib

1:17 AM · Apr 15, 2020



10



See reed garber-pearson's other Tweets



Megan Watson
@meganjwatson



yep yep yep [#critlib](#)



reed garber-pearson @alwaysreeding

Replying to @alwaysreeding

I just keep thinking-- exceeding kindness. Give it all, we all deserve it. Trying to not pass judgements as I might normally, not make assumptions that I know what people are going through. [#critlib](#)

1:18 AM · Apr 15, 2020



4



See Megan Watson's other Tweets



Michele Santamaria
@MUEngLib



Q2. How does your privilege impact the ways you think about accountability, particularly during this time of crisis? [#critlib](#)

1:19 AM · Apr 15, 2020



5



See Michele Santamaria's other Tweets



reed garber-pearson @alwaysreeding · Apr 15, 2020



Replying to @alwaysreeding

I just keep thinking-- exceeding kindness. Give it all, we all deserve it. Trying to not pass judgements as I might normally, not make assumptions that I know what people are going through. [#critlib](#)



reed garber-pearson
@alwaysreeding

Also, as somebody with a JOB and INCOME, redistributing my resources to folks in my community who do not. [#critlib](#)

1:19 AM · Apr 15, 2020



14



See reed garber-pearson's other Tweets



Amanda Meeks

@A_meeksie



Yes! I've thought about and brought up vocational awe several times since this started based on the responses I've seen from libraries. My #1 message to my students was: stay home and take care of yourself and we'll pay you to do so. [#critlib](#)



Michele Santamaria @MUEngLib

I too feel like any power/privilege that I have must be leveraged. At the same time, my skepticism towards vocational awe is at peak levels. [twitter.com/A_meeksie/stat...](https://twitter.com/A_meeksie/status...)

1:19 AM · Apr 15, 2020



6



See Amanda Meeks's other Tweets



Michele Santamaria @MUEngLib · Apr 15, 2020



I too feel like any power/privilege that I have must be leveraged. At the same time, my skepticism towards vocational awe is at peak levels.



Amanda Meeks @A_meeksie

A1. I have shifted to feeling much more inclined to support my community, my family, and those who I supervise vs. doing my "job" because this transition is hard on many and I have the privilege of being able to do so. [#critlib](#)
twitter.com/MUEngLib/statu...



reed garber-pearson

@alwaysreeding

This I am feeling hard. I'm watching as libraries are trying to offer so much when it feels like just being and witnessing is really important right now. [#critlib](#)

1:21 AM · Apr 15, 2020



3



See reed garber-pearson's other Tweets



Alyssa Jocson Porter
@itsuhLEEsuh



[#critlib](#) A1: I have been trying to show up for the folks who might be feeling esp vulnerable, e.g. those living with depression/anxiety, those who lost their jobs, those who are working in healthcare/food service/warehouses, delivery. Checking in with and advocating for them.



Michele Santamaria @MUEngLib

So here we go everyone:
Q1. How is the pandemic impacting the ways you think about accountability, within your workplace, the profession, and/or your larger communities? [#critlib](#)

1:21 AM · Apr 15, 2020



4



See the latest COVID-19 information on Twitter



Michele Santamaria
@MUEngLib



So much this. [#critlib](#)



Kat Bell @katkimbell

Replying to @meganjwatson

A1. Yes! I was in the @ALA_ACRL webinar today with Mel Hawks. She talked a lot about how crises trigger different feelings based on where you are in the org/how much power you have, & mentioned middle managers may need to assess risk to hold leaders accountable. [#critlib](#)

1:22 AM · Apr 15, 2020



3



See Michele Santamaria's other Tweets



Kat Bell
@katkimbell



A2. I think about who doesn't have privilege, who is vulnerable, who needs compassion. How can I leverage my resources to help? To intervene? To influence?
[#critlib](#)

1:23 AM · Apr 15, 2020



3



See Kat Bell's other Tweets



McKensie Mack 
@mckensiemack



There are so many who cannot reflect on identity and power and privilege. So many people that have been erased by the oppression of BIPOC, LGBTQ2IA+ folks, people living in poverty, etc., just being able to engage in a discussion like this one is in itself a privilege. [#critlib](#)



Michele Santamaria @MUEngLib

Q2. How does your privilege impact the ways you think about accountability, particularly during this time of crisis? [#critlib](#)

1:24 AM · Apr 15, 2020



11



See McKensie Mack 's other Tweets



Michele Santamaria
@MUEngLib



Could you explain a bit further? I think I get part of what you're getting at but are you referring to libraries as the "we" or in a much broader sense? [#critlib](#)

1:24 AM · Apr 15, 2020



1



See Michele Santamaria's other Tweets



Alyssa Jocson Porter
@itsuhLEEsuh



[#critlib](#) A2. I have been thinking a lot about my financial privilege in particular, especially as someone who still is getting regular paychecks, who is debt-free, who has an emergency savings fund in place.



Michele Santamaria @MUEngLib

Q2. How does your privilege impact the ways you think about accountability, particularly during this time of crisis? [#critlib](#)

1:24 AM · Apr 15, 2020



9



See Alyssa Jocson Porter's other Tweets



Megan Watson
@meganjwatson



A2. Like [@alwaysreeding](#), I hold the immense privilege of having a job/stable income, at least for the time being. And since I'm white and in a "professional" role, library leadership is at least willing to listen to me (whether or not they hear me). [#critlib](#)

1:25 AM · Apr 15, 2020



7



See Megan Watson's other Tweets



Ryan P. Randall | #BlackLivesMatter
@foureyedsoul



A2 As the one person with cis male privilege on my full-time library team, I've been consciously taking on the "we absolutely need to not be cavalier about any of this, we need to consider invisible health conditions among ourselves & our patrons, etc" role. [#CritLib](#)



Michele Santamaria @MUEngLib

Q2. How does your privilege impact the ways you think about accountability, particularly during this time of crisis? [#critlib](#)

1:25 AM · Apr 15, 2020



16



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



reed garber-pearson
@alwaysreeding



A2 It's really clear that my privilege allows me to specifically NOT BE accountable if I choose to. Nobody is expecting that of me, and that pretty devastating actually. Thinking about what [@miamingus](#) said about accountability-- that is can be a source a joy to show up [#critlib](#)



Michele Santamaria @MUEngLib

Q2. How does your privilege impact the ways you think about accountability, particularly during this time of crisis? [#critlib](#)

1:25 AM · Apr 15, 2020



13



See reed garber-pearson's other Tweets



Alyssa Jocson Porter @itsuhLEEsuh · Apr 15, 2020



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Michele Santamaria @MUEngLib

Q2. How does your privilege impact the ways you think about accountability, particularly during this time of crisis? [#critlib](#)



Michele Santamaria

@MUEngLib

[#critlib](#) A2. Yes, this a lot. I'm constantly thinking about this & not knowing what to do with these thoughts.

1:26 AM · Apr 15, 2020



5



See Michele Santamaria's other Tweets



Megan Watson @meganjwatson · Apr 15, 2020



A2. Like [@alwaysreeding](#), I hold the immense privilege of having a job/stable income, at least for the time being. And since I'm white and in a "professional" role, library leadership is at least willing to listen to me (whether or not they hear me). [#critlib](#)



Megan Watson

@meganjwatson

A2 cont. I find myself thinking about how I hold myself accountable to my own professed values during this time. [#critlib](#)

1:26 AM · Apr 15, 2020



4



See Megan Watson's other Tweets



Maggie Melo, Ph.D. 🎃 🍷 🕷️

@marijel_melo



Guided by critical perspectives, I knew that this moment was one to especially model care, compassion, and to relax course expectations. I've also tried to be as decisive as possible. It's ideal to ask for feedback, but students are dealing with decision fatigue too. [#critlib](#)



Michele Santamaria @MUEngLib

Q2. How does your privilege impact the ways you think about accountability, particularly during this time of crisis? [#critlib](#)

1:27 AM · Apr 15, 2020



10



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



Megan Watson @meganjwatson · Apr 15, 2020



Replying to @meganjwatson and @alwaysreeding

A2 cont. I find myself thinking about how I hold myself accountable to my own professed values during this time. [#critlib](#)



reed garber-pearson

@alwaysreeding

This does seem like a really important time for all of us to really engage with and expand/get clear on what our values are. Then figure out how to exercise them [#critlib](#)

1:27 AM · Apr 15, 2020



4



See reed garber-pearson's other Tweets



Ryan P. Randall | #BlackLivesMatter @fou... · Apr 15, 2020 

A2 As the one person with cis male privilege on my full-time library team, I've been consciously taking on the "we absolutely need to not be cavalier about any of this, we need to consider invisible health conditions among ourselves & our patrons, etc" role. [#CritLib](#)



Michele Santamaria @MUEngLib

Q2. How does your privilege impact the ways you think about accountability, particularly during this time of crisis? [#critlib](#)



Ryan P. Randall | #BlackLivesMatter
@foureyedsoul

A2.1 One of my coworkers thanked me for that specifically, after we went fully online. She's one of the youngest on our extended team & said she often avoids anything that can make her seem " 'fraidy cat" in professional settings. [#CritLib](#)

I should lean into this role more.

1:28 AM · Apr 15, 2020



5



See Ryan P. Randall | [#BlackLivesMatter's](#) other Tweets



Megan Watson @meganjwatson · Apr 15, 2020



A1 cont. Can I hold my admin accountable? Can I hold colleagues accountable when they seem to be less concerned about this crisis? If not me, who? [#critlib](#)



Kat Bell
@katkimbell

A1. Mel mentioned someone has to be first to speak up. Sometimes the power dynamic makes it hard to absorb that risk, but I think the pandemic has brought out a sense for some that if you can't stand on your principals now, when will you? This is all or nothing [#critlib](#)

1:29 AM · Apr 15, 2020



5



See the latest COVID-19 information on Twitter



Amanda Meeks

@A_meeksie



A2. Beyond my job & income still being intact, I also have no major health concerns. I feel most accountable towards high risk & those w/underlying health conditions--trying to do everything with them in mind, but also recognize my own grief and the ways this affects me. [#critlib](#)



Michele Santamaria @MUEngLib

Q2. How does your privilege impact the ways you think about accountability, particularly during this time of crisis? [#critlib](#)

1:29 AM · Apr 15, 2020



5



See Amanda Meeks's other Tweets



reed garber-pearson @alwaysreeding · Apr 15, 2020



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Michele Santamaria @MUEngLib

Q2. How does your privilege impact the ways you think about accountability, particularly during this time of crisis? [#critlib](#)



Michele Santamaria

@MUEngLib

A2. [#critlib](#) That's a fairly devastating insight. Thanks for being joyous in the way that you show up for your communities and for us.

1:29 AM · Apr 15, 2020



4



See Michele Santamaria's other Tweets



McKensie Mack 🐰 @mckensiemack · Apr 15, 2020



There are so many who cannot reflect on identity and power and privilege. So many people that have been erased by the oppression of BIPOC, LGBTQ2IA+ folks, people living in poverty, etc., Just being able to engage in a discussion like this one is in itself a privilege. #critlib



Michele Santamaria @MUEngLib

Q2. How does your privilege impact the ways you think about accountability, particularly during this time of crisis? #critlib



Kat Bell
@katkimbell

Absolutely! I have definitely struggled with guilt [vocational awe] when I feel like I need to step back from the discussion. But then I remind myself that I need to be kind to myself. #critlib

1:31 AM · Apr 15, 2020



5



See Kat Bell's other Tweets



Michele Santamaria
@MUEngLib



Here's the final question from me before handing it off to the incomparable @mckensiemack:

Q3. How can we balance compassion and care during this period of community trauma with the need to hold ourselves and others accountable for the harm we do? #critlib

1:32 AM · Apr 15, 2020



8



See Michele Santamaria's other Tweets



Megan Watson @meganjwatson · Apr 15, 2020



Replying to @meganjwatson and @alwaysreeding

A2 cont. I find myself thinking about how I hold myself accountable to my own professed values during this time. #critlib



Kat Bell
@katkimbell

YES!!! #critlib

1:33 AM · Apr 15, 2020



3



See Kat Bell's other Tweets



Amanda Meeks @A_meeksie Apr 15, 2020



Replying to @MUEngLib @alwaysreeding and @miamingus

Part of my "work" has really been to try to cultivate some joy among my students who are struggling and that has also brought me small moments of joy.



reed garber-pearson

@alwaysreeding

I love this. Yes to cultivating joy. Always. [#critlib](#)

1:35 AM · Apr 15, 2020



5



See reed garber-pearson's other Tweets



Megan Watson @meganjwatson · Apr 15, 2020



A2. Like [@alwaysreeding](#), I hold the immense privilege of having a job/stable income, at least for the time being. And since I'm white and in a "professional" role, library leadership is at least willing to listen to me (whether or not they hear me). [#critlib](#)



Michele Santamaria

@MUEngLib

You know, I'm always confused when people who have an awful lot of power don't speak up for others. It seems to happen a lot in academia & maybe even more so in libraries. & if you're not going to speak up now, then when? When? [#critlib](#)

1:35 AM · Apr 15, 2020



19



See Michele Santamaria's other Tweets



reed garber-pearson

@alwaysreeding



This is where it seems really important to cultivate a sense of joy in accountability work. Like it's a gift to see that we can do better by other people. Instead of shame. [#critlib](#)

1:36 AM · Apr 15, 2020



3



See reed garber-pearson's other Tweets



McKensie Mack 
@mckensiemack



I threw my expectations of balance out the window. Sometimes that pursuit of balance can be a burden. The reality is this crisis brings with it a lot of imbalance and uncertainty. I like the idea of embracing compassion and care imperfectly - in their ebbs and flows. [#critlib](#)



Michele Santamaria @MUEngLib

Here's the final question from me before handing it off to the incomparable @mckensiemack:

Q3. How can we balance compassion and care during this period of community trauma with the need to hold ourselves and others accountable for the harm we do? [#critlib](#)

1:37 AM · Apr 15, 2020



16



See McKensie Mack 's other Tweets



reed garber-pearson
@alwaysreeding



A3 I think it starts with practicing what accountability means to us individually in our own lives and with our communities. Then perhaps it becomes more clear how to hold others accountable. Play by example. [#critlib](#)



Michele Santamaria @MUEngLib

Here's the final question from me before handing it off to the incomparable @mckensiemack:

Q3. How can we balance compassion and care during this period of community trauma with the need to hold ourselves and others accountable for the harm we do? [#critlib](#)

1:38 AM · Apr 15, 2020



8



See reed garber-pearson's other Tweets



reed garber-pearson

@alwaysreeding



"Embracing compassion and care imperfectly" yes yes
yes [#critlib](#)



McKensie Mack 🐰 @mckensiemack

I threw my expectations of balance out the window. Sometimes that pursuit of balance can be a burden. The reality is this crisis brings with it a lot of imbalance and uncertainty. I like the idea of embracing compassion and care imperfectly - in their ebbs and flows. [#critlib](#)
[twitter.com/MUEngLib/statu...](https://twitter.com/MUEngLib/status...)

1:40 AM · Apr 15, 2020



5



See reed garber-pearson's other Tweets



Megan Watson

@meganjwatson



A3. Gosh this one is hard, esp right now! I trying to consider, 1) who was impacted by the harm, then 2) who's in trusting relationship with the person who did the harm? Can I connect and encourage accountability through that relationship? [#critlib](#)

1:41 AM · Apr 15, 2020



6



See Megan Watson's other Tweets



McKensie Mack 🐰

@mckensiemack



Thanks, [@MUEngLib](#) for those first questions. Now, I have a few.

Q4. A refrain/reframing for this moment: "If we get this right, we'll never go back to normal." What transformations in our relationships to accountability do you hope to see emerge? [#critlib](#)

1:41 AM · Apr 15, 2020



8



See McKensie Mack 🐰's other Tweets



reed garber-pearson @alwaysreeding · Apr 15, 2020



A3 I think it starts with practicing what accountability means to us individually in our own lives and with our communities. Then perhaps it becomes more clear how to hold others accountable. Play by example. #critlib



Michele Santamaria @MUEngLib

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reed garber-pearson

@alwaysreeding

I keep thinking about when we are actually in community accountability becomes clearer. Like, can we be accountable if we don't feel connected or in community??? #critlib

1:42 AM · Apr 15, 2020



9



See reed garber-pearson's other Tweets



Megan Watson

@meganjwatson



A3 cont. And then for myself, when I do the harm, again it's about connecting to my values. Who am I trying to be, and how do I act in a way that aligns with that?

#critlib

1:42 AM · Apr 15, 2020



3



See Megan Watson's other Tweets



Kat Bell

@katkimbell



A3. I think one area I don't give enough attention to is my relationship. Being home all the time together is hard, being supportive of each other all the time is hard. Being compassionate is hard #critlib

1:43 AM · Apr 15, 2020



7



See Kat Bell's other Tweets



Megan Watson @meganjwatson · Apr 15, 2020



A3 cont. And then for myself, when I do the harm, again it's about connecting to my values. Who am I trying to be, and how do I act in a way that aligns with that? [#critlib](#)



reed garber-pearson
@alwaysreeding

This is what's surfacing a lot for me right now. An opportunity in myself. [#critlib](#)

1:43 AM · Apr 15, 2020



3



See reed garber-pearson's other Tweets



Amanda Meeks
@A_meeksie



I've thought a lot about this and this is part of the reason I've leaned into supporting the communities (and reaching for support when I need it) that I AM connected to first. [#critlib](#)



reed garber-pearson @alwaysreeding

Replying to @alwaysreeding

I keep thinking about when we are actually in community accountability becomes clearer. Like, can we be accountable if we don't feel connected or in community???

1:44 AM · Apr 15, 2020



3



See Amanda Meeks's other Tweets



Ryan P. Randall | #BlackLivesMatter

@foureyedsoul



A3. I'm trying to be compassionate & advocate for accountability by trying to apply pressure on other institutions to [#CloseTheLibraries](#) & [#ProtectLibraryWorkers](#)

... while remembering that their directors might not have much agency over this decision. [#CritLib](#)



Michele Santamaria @MUEngLib

Here's the final question from me before handing it off to the incomparable @mckensiemack:

Q3. How can we balance compassion and care during this period of community trauma with the need to hold ourselves and others accountable for the harm we do? [#critlib](#)

1:44 AM · Apr 15, 2020



11



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



reed garber-pearson @alwaysreeding · Apr 15, 2020



Replying to @alwaysreeding

I keep thinking about when we are actually in community accountability becomes clearer. Like, can we be accountable if we don't feel connected or in community??? [#critlib](#)



Megan Watson

@meganjwatson

I think this is where [@miamingus](#) idea of pods is really resonating with. [#critlib](#)

1:45 AM · Apr 15, 2020



4



See Megan Watson's other Tweets



Amanda Meeks

@A_meeksie



I truly hope we don't go back to "normal" - it's been pointed out that people with certain health concerns experience this level of discomfort and trauma at all times; I hope this makes us/our institutions more sensitive and responsive to that reality [#critlib](#)



McKensie Mack  @mckensiemack

Thanks, @MUEngLib for those first questions. Now, I have a few.

Q4. A refrain/reframing for this moment: "If we get this right, we'll never go back to normal." What transformations in our relationships to accountability do you hope to see emerge? [#critlib](#)

1:46 AM · Apr 15, 2020



15



See Amanda Meeks's other Tweets



Megan Watson

@meganjwatson



A4. I'd really like to see more collective decision-making models emerge how our orgs are run. I feel like community investment in that process creates fertile ground for accountability. And imho, this has really shown that top-down leadership isn't ideal [#critlib](#)

1:49 AM · Apr 15, 2020



8



See Megan Watson's other Tweets



McKensie Mack 

@mckensiemack



Q5. How can we foster and facilitate an online community around developing practices of accountability? [#critlib](#)

1:49 AM · Apr 15, 2020



4



See McKensie Mack 's other Tweets



Paul Jewell
@pdjewell



Critical GLAM & Library chat: happening now folks
[#critlib](#)



Michele Santamaria @MUEngLib

So here we go everyone:

Q1. How is the pandemic impacting the ways you think about accountability, within your workplace, the profession, and/or your larger communities? [#critlib](#)

1:49 AM · Apr 15, 2020



2



See the latest COVID-19 information on Twitter



McKensie Mack 🐰 @mckensiemack · Apr 15, 2020



Thanks, [@MUEngLib](#) for those first questions. Now, I have a few.

Q4. A refrain/reframing for this moment: "If we get this right, we'll never go back to normal." What transformations in our relationships to accountability do you hope to see emerge?

[#critlib](#)



Michele Santamaria
@MUEngLib

Q4. I hope to see an embrace of an imperfect balance, akin to what [@mckensiemack](#) had to say about Q3. A sense that values like compassion need to take precedence over perfectionism if we want to hold up what is human. [#critlib](#)

1:49 AM · Apr 15, 2020



7



See Michele Santamaria's other Tweets



reed garber-pearson

@alwaysreeding



A4 I'm hoping for accountability and generosity towards people instead of institutions and capitalism as some form of change around this. That we are all seeing the value of one another more. We want to be off our phones and connecting. [#critlib](#)



McKensie Mack 🐰 @mckensiemack

Thanks, @MUEngLib for those first questions. Now, I have a few.

Q4. A refrain/reframing for this moment: "If we get this right, we'll never go back to normal." What transformations in our relationships to accountability do you hope to see emerge? [#critlib](#)

1:49 AM · Apr 15, 2020



15



See reed garber-pearson's other Tweets



Maggie Melo, Ph.D. 🎃 🍷 🕷️

@marijel_melo



A4. The idea that our profession IS our identity. We aren't *just* librarians, faculty, students. We are whole humans. We're caretakers, parents, partners, etc. It's a disservice to tie identity to work & I hope this pandemic continues to reveal how problematic it is [#Critlib](#)



McKensie Mack 🐰 @mckensiemack

Thanks, @MUEngLib for those first questions. Now, I have a few.

Q4. A refrain/reframing for this moment: "If we get this right, we'll never go back to normal." What transformations in our relationships to accountability do you hope to see emerge? [#critlib](#)

1:51 AM · Apr 15, 2020



32



See the latest COVID-19 information on Twitter



Ryan P. Randall | #BlackLivesMatter

@foureyedsoul



My stars, yes. This.

Advocating for everyone's human rights, their inherent worth, and joyfully celebrating their successes. Which will be different from & not necessarily reflect on our own.

[#CritLib](#)

1:54 AM · Apr 15, 2020



8



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



Megan Watson

@meganjwatson



A5. I'd personally love for us to have some sort of community workshop/online gathering space to start the discussion, with the idea of forming smaller accountability groups (i.e. pods) where the needs of those indiv'ls can be addressed [#critlib](#)

1:54 AM · Apr 15, 2020



10



See Megan Watson's other Tweets



reed garber-pearson

@alwaysreeding



This is the question, I so appreciate the way you framed this. I want to keep on asking this over and over again [#critlib](#)

1:54 AM · Apr 15, 2020



6



See reed garber-pearson's other Tweets



Michele Santamaria @MUEngLib · Apr 15, 2020



Replying to @mckensiemack

Q4. I hope to see an embrace of an imperfect balance, akin to what @mckensiemack had to say about Q3. A sense that values like compassion need to take precedence over perfectionism if we want to hold up what is human. #critlib



Michele Santamaria

@MUEngLib

Q4. Gosh, I'm kind of frightened of how much I want this to transform the world & how much I fear that somehow we will go back to everything as it was. #critlib

1:55 AM · Apr 15, 2020



7



See Michele Santamaria's other Tweets



Amanda Meeks

@A_meeksie



I think perhaps this starts with understanding and transparency of our shared and individual values--then comes enacting those values and reflection on how that's going. Finding/cultivating joy along the way. #critlib



McKensie Mack 🐰 @mckensiemack

Q5. How can we foster and facilitate an online community around developing practices of accountability? #critlib

1:55 AM · Apr 15, 2020



7



See Amanda Meeks's other Tweets



Kat Bell

@katkimbell



A4. That it's not just "every person for themselves." We have to be accountable to our communities. There were so many people on the edge about to fall off before, & now it's going to be what, 1/3 of our country? #critlib

1:55 AM · Apr 15, 2020



6



See Kat Bell's other Tweets



Maggie Melo, Ph.D. 🎃 🍷 🕷️ @marijel_melo · Apr 15, 2020 

A4. The idea that our profession IS our identity. We aren't *just* librarians, faculty, students. We are whole humans. We're caretakers, parents, partners, etc. It's a disservice to tie identity to work & I hope this pandemic continues to reveal how problematic it is [#Critlib](#)



McKensie Mack 🐰 @mckensiemack

Thanks, @MUEngLib for those first questions. Now, I have a few.

Q4. A refrain/reframing for this moment: "If we get this right, we'll never go back to normal." What transformations in our relationships to accountability do you hope to see emerge? [#critlib](#)



Kat Bell
@katkimbell

[#vocationallawe](#) [#critlib](#)

1:56 AM · Apr 15, 2020



3



See Kat Bell's other Tweets



Michele Santamaria @MUEngLib · Apr 15, 2020 

Replying to @MUEngLib and @mckensiemack

Q4. Gosh, I'm kind of frightened of how much I want this to transform the world & how much I fear that somehow we will go back to everything as it was. [#critlib](#)



Kat Bell
@katkimbell

How can we go back? What communities will be untouched? [#critlib](#)

1:57 AM · Apr 15, 2020



3



See Kat Bell's other Tweets



karina hagelin (they/them)
@karinahagelin 

not feeling up to participating in tonight's [#critlib](#) chat after my infusion but i'm really enjoying reading & learning from y'all's responses 🍷🍷

1:58 AM · Apr 15, 2020



16



See karina hagelin (they/them)'s other Tweets



McKensie Mack 🐰
@mckensiemack



The time for our chat went by so fast! In the last few minutes of our time together, does anyone have any questions for the ACRL President's Program Planning Committee or myself? [#critlib](#)

1:58 AM · Apr 15, 2020



7



See McKensie Mack 🐰's other Tweets



reed garber-pearson
@alwaysreeding



A5 Kind of like [@meganjwatson](#) I'd like to see some workshopping. And some sharing of our values and accountabilities. Like I want to talk about what I am accountable to, and hear form others. And form pods around this. [#critlib](#)



McKensie Mack 🐰 @mckensiemack

Q5. How can we foster and facilitate an online community around developing practices of accountability? [#critlib](#)

1:59 AM · Apr 15, 2020



5



See reed garber-pearson's other Tweets



Kat Bell
@katkimbell



A5. Great idea! Would love to hear ideas! But honestly, I'm tired and maxed out. My goal is to root deeper into my current communities, which includes many of you in the [#critlib](#) community, maybe not so much new at this point

2:00 AM · Apr 15, 2020



4



See Kat Bell's other Tweets



McKensie Mack 🐰
@mckensiemack



Thank you all for participating in the #critlib chat with myself, @MUEngLib and @meganjwatson to tonight! I really appreciated sharing space with you this evening.

2:01 AM · Apr 15, 2020



♡ 13 👤 See McKensie Mack 🐰's other Tweets



Megan Watson
@meganjwatson



Thank you so much all! Special thanks to the fabulous @mckensiemack for joining the moderation crew! #critlib



McKensie Mack 🐰 @mckensiemack

Thank you all for participating in the #critlib chat with myself, @MUEngLib and @meganjwatson to tonight! I really appreciated sharing space with you this evening.

2:03 AM · Apr 15, 2020



♡ 4 👤 See Megan Watson's other Tweets



Ryan P. Randall | #BlackLivesMatter
@foureyedsoul



A5 Building from @schomj's insights about dangers of surveillance culture...

Part of "how" might be to move some of these conversations and communities onto federated / dispersed / self-hosted tools.

Alternatives like Mastodon, Mattermost, others?
#CritLib



McKensie Mack 🐰 @mckensiemack

Q5. How can we foster and facilitate an online community around developing practices of accountability? #critlib

2:04 AM · Apr 15, 2020



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



Michele Santamaria @MUEngLib · Apr 15, 2020



Replying to @katkimbell and @mckensiemack

I guess what I mean is that I'm worried that the systems which are enabling this pandemic to further exacerbate inequalities will continue to be the systems that they are, under-serving if not outright punishing marginalized communities.



Kat Bell
@katkimbell

Appreciate the expansion! Yes, we can't forget about how white supremacy is deeply rooted in our systems. Easy for those systems to snap back unchanged. #critlib

2:05 AM · Apr 15, 2020



4



See Kat Bell's other Tweets



Kat Bell @katkimbell · Apr 15, 2020



Replying to @MUEngLib and @mckensiemack

Appreciate the expansion! Yes, we can't forget about how white supremacy is deeply rooted in our systems. Easy for those systems to snap back unchanged. #critlib



Ryan P. Randall | #BlackLivesMatter
@foureyedsoul

I'm hoping that by calling out things when we see them in the current situation—the xenophobic nationalist impulses behind calling this disease by terms other than COVID19, for instance—that will make it more difficult for them to spread further or return later. #CritLib

2:09 AM · Apr 15, 2020



7



See the latest COVID-19 information on Twitter



Ryan P. Randall | #BlackLivesMatter @fou... · Apr 15, 2020



Replying to @katkimbell @MUEngLib and @mckensiemack

I'm hoping that by calling out things when we see them in the current situation—the xenophobic nationalist impulses behind calling this disease by terms other than COVID19, for instance—that will make it more difficult for them to spread further or return later. #CritLib



Michele Santamaria
@MUEngLib

Yes. This **has** to happen. #Critlib

2:10 AM · Apr 15, 2020



4



See Michele Santamaria's other Tweets



Ryan P. Randall | #BlackLivesMatter @fou... · Apr 15, 2020

A5 Building from @schomj's insights about dangers of surveillance culture...

Part of "how" might be to move some of these conversations and communities onto federated / dispersed / self-hosted tools.

Alternatives like Mastodon, Mattermost, others? #CritLib



McKensie Mack 🐰 @mckensiemack

Q5. How can we foster and facilitate an online community around developing practices of accountability? #critlib



Megan Watson
@meganjwatson

Definitely interested in learning about alternative platforms...I feel woefully ignorant when it comes to anything outside Google etc. #critlib

2:11 AM · Apr 15, 2020



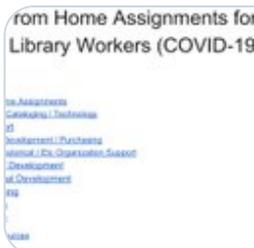
See Megan Watson's other Tweets



Ryan P. Randall | #BlackLivesMatter
@foureyedsoul



I know we didn't have an official #CritLib pitch / general ask this time around, but I'll go ahead and ask anyone who has work-from-home ideas for public library workers to add them to this crowdsourced list:



Work from Home Assignments for Public Library ...
Work From Home Assignments for Public Library Workers (COVID-19) Purpose Work From Home ...
docs.google.com

2:12 AM · Apr 15, 2020



5 See the latest COVID-19 information on Twitter



Michele Santamaria

@MUEngLib



Thanks to everyone who participated in tonight's [#CritLib](#) chat! It was awfully brave to engage with issues that are making day-to-day life so difficult. Thank you for sharing your joy, your difficulties, & your insights. Extra special thanks to [@meganjwatson](#) & [@mckensiemack](#)!

2:14 AM · Apr 15, 2020



9



See Michele Santamaria's other Tweets



Megan Watson @meganjwatson · Apr 15, 2020



Replying to @foureyedsoul and @schomj

Definitely interested in learning about alternative platforms...I feel woefully ignorant when it comes to anything outside Google etc. [#critlib](#)



Ryan P. Randall | #BlackLivesMatter

@foureyedsoul

Mastodon is much like Twitter, and Mattermost is apparently much like Slack. Only instead of big surveillance capitalism platforms, they're each software that is installed & run by individual people rather than corporations mining data. [#CritLib](#)

2:17 AM · Apr 15, 2020



1



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



Ryan P. Randall | #BlackLivesMatter @fou... · Apr 15, 2020

Replying to @meganjwatson and @schomj

Mastodon is much like Twitter, and Mattermost is apparently much like Slack. Only instead of big surveillance capitalism platforms, they're each software that is installed & run by individual people rather than corporations mining data. [#CritLib](#)



Ryan P. Randall | #BlackLivesMatter

@foureyedsoul

Here's a great overview of Mastodon from [@ruthbrarian](#): ruthtillman.com/post/mastodon-... [#CritLib](#)

I'm just pointing to that as one example of alternative platforms. I don't know nearly as much as folks like [@LibraryFreedom](#) about the different possibilities!



Overview of Mastodon & Why I Like It | Ruth Kitchin Tillman
Why I enjoy being on Mastodon and an overview of what it's like there.
ruthtillman.com

2:22 AM · Apr 15, 2020



2



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