



#critlib 2020-07-28: "critical" discourse as a smokescreen

174 Items

Archive of the July 28 2020 #critlib chat on "critical" discourse as a smokescreen, moderated by @katkimbell & @freyjawaru. For more info about critlib, including past and future chats, visit <http://critlib.org>.



Violet Fox
@violetbfox



The questions for Tuesday's #critlib chat about critical discourse as a smokescreen are now available & they're so insightful! critlib.org/critical-disco... Please join @katkimbell & @freyjawaru Tues July 28 at 6 pm Pacific/9 pm Eastern for what I'm sure will be a fruitful discussion.

12:06 AM · Jul 27, 2020



32 22 people are Tweeting about this



Violet Fox @violetbfox · Jul 27, 2020



The questions for Tuesday's #critlib chat about critical discourse as a smokescreen are now available & they're so insightful! critlib.org/critical-disco... Please join @katkimbell & @freyjowaru Tues July 28 at 6 pm Pacific/9 pm Eastern for what I'm sure will be a fruitful discussion.



Violet Fox
@violetbfox

To fully engage with the conversation, please do take the time to read @citythatreads's article "Building a Critical Culture: How Critical Librarianship Falls Short in the Workplace" before the chat. You won't regret investing the time to read it! doi.org/10.15760/commi... #critlib



Building a Critical Culture: How Critical Librarianship...
Critical librarianship, or critlib, has made its way into the mainstream of library and information science ...
pdxscholar.library.pdx.edu

12:06 AM · Jul 27, 2020



24



See Violet Fox's other Tweets



Kat Bell
@katkimbell



Please give @citythatreads' article a read! We're only really scratching the surface with these questions and the way @freyjowaru and I were able to frame them! The questions have page numbers to help. So excited for Tuesday! #critlib



Violet Fox @violetbfox

The questions for Tuesday's #critlib chat about critical discourse as a smokescreen are now available & they're so insightful! critlib.org/critical-disco... Please join @katkimbell & @freyjowaru Tues July 28 at 6 pm Pacific/9 pm Eastern for what I'm sure will be a fruitful discussion.

12:24 AM · Jul 27, 2020



8



See Kat Bell's other Tweets



Kat Bell
@katkimbell



5 hours away from tonight's [#critlib](#) chat! I've got my phone reminder on so I don't miss it (because that would be tragic since I'm co-moderating tonight)! Looking forward to thinking more deeply about [@citythatreads](#)' new article.



Violet Fox @violetbfox

#critlib chat TONIGHT! Join moderators @katkimbell & @freyjavaru as we discuss the article "Building a Critical Culture" by @citythatreads. It'll be a chance to reflect on the #critlib community & ensuring BIPOC are an integral part of librarianship. critlib.org/critical-disco...

8:51 PM · Jul 28, 2020



6



See Kat Bell's other Tweets



Kat Bell
@katkimbell



Welcome everyone to tonight's [#critlib](#) discussion about "critical" discourse as a smokescreen framed by "Building a Critical Culture" by [@citythatreads](#)! Please introduce yourself to get started.

1:00 AM · Jul 29, 2020



1



See Kat Bell's other Tweets



Kat Bell
@katkimbell



I'm Kat, one of your co-moderators for the evening. I'm an academic librarian outside Washington, D.C. My pronouns are she/her, and all questions for the evening will be coming from my account [#critlib](#)

1:01 AM · Jul 29, 2020



5



See Kat Bell's other Tweets



Violet Fox
@violetbfox



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

1:02 AM · Jul 29, 2020



5



See Violet Fox's other Tweets



Jennifer Arévalo Ferretti
@citythatreads



hi everyone, i'm jenny 😊 i'm the digital initiatives librarian at the maryland institute college of art, based in baltimore, md [#critlib](#)

1:02 AM · Jul 29, 2020



60



See Jennifer Arévalo Ferretti's other Tweets



Katharine C Chandler
@freyjawaru



Hi, everyone! I am Katharine (she/her), another one of your comoderators for tonight's [#critlib](#) discussion about "critical" discourse as a smokescreen framed by "Building a Critical Culture" by [@citythatreads!](#)

1:03 AM · Jul 29, 2020



2



See Katharine C Chandler's other Tweets



Violet Fox @violetbfox · Jul 29, 2020



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



Violet Fox
@violetbfox

You can find tonight's #critlib questions, as well as the article being discussed, at critlib.org/critical-disco... If you need any help, please feel free to tag or message me or tonight's moderators, @katkimbell & @freyjawaru.

1:03 AM · Jul 29, 2020



♡ 4 👤 See Violet Fox's other Tweets



Kat Bell
@katkimbell



Just a reminder that tweets with questions will start "Q" and a number. When you tweet your response, start your tweet with "A" & the corresponding number, and don't forget to use the hashtag! Questions/article at critlib.org/critical-disco... #critlib

1:04 AM · Jul 29, 2020



♡ 2 👤 See Kat Bell's other Tweets



Charlotte Beyer
@referencediva



I'm Charlotte an academic health sciences librarian in the Chicago area. #critlib

1:04 AM · Jul 29, 2020



♡ 3 👤 See Charlotte Beyer's other Tweets



Kate Deibel
@metageeky



Hi [#critlib](#). I'm an inclusion & accessibility librarian (though questioning my job) in upstate NY. I'm mainly lurking tonight as I'm trying to be on a mental break but just learned of tonight's chat.

1:05 AM · Jul 29, 2020



4



See Kate Deibel's other Tweets



Beth Guay
@Beth_Guay



[#critlib](#) hello all! I'm a cisgender, white privileged librarian working for the University of Maryland, College Park Libraries

1:05 AM · Jul 29, 2020



3



See Beth Guay's other Tweets



Kat Bell
@katkimbell



Keep those introductions going, and feel free to jump in whenever! Questions just about to start rolling out [#critlib](#)

1:06 AM · Jul 29, 2020



3



See Kat Bell's other Tweets



Violet Fox
@violetbfox



Hi [#critlib](#), I'm Violet, a library-ish person working from home in Minnesota. I'm looking forward to tonight's chat, thanks for being willing to join in this important conversation!

1:06 AM · Jul 29, 2020



10



See the latest COVID-19 information on Twitter



Kat Bell
@katkimbell



Q1. What are some examples of using 'critical' discourse as a smokescreen to support power? Feel free to pull from your own experience or from [@citythatreads'](#) article [#critlib](#)

1:06 AM · Jul 29, 2020



3



See Kat Bell's other Tweets



Violet Fox
@violetbfox



A1. I think it's very easy for people to use academic theories and complex terminology as a way to not reflect on their own actions and attitudes. [#critlib](#)

1:09 AM · Jul 29, 2020



22



See Violet Fox's other Tweets



kelly durkin ruth
@skeltzer



I'm Kelly (she/her), engineering librarian in Maryland. Mostly listening tonight [#critlib](#)

1:09 AM · Jul 29, 2020



3



See kelly durkin ruth's other Tweets



Kate Deibel
@metageeky



A1: I've experienced people wanting to engage in the academic questions in response to a moment of hate/bigotry instead of respecting or addressing the pain and hurt people feel. [#critlib](#)

1:11 AM · Jul 29, 2020



5



See Kate Deibel's other Tweets



Violet Fox @violetbfox · Jul 29, 2020



A1. I think it's very easy for people to use academic theories and complex terminology as a way to not reflect on their own actions and attitudes. [#critlib](#)



Violet Fox
@violetbfox

A1. (cont) I also think it's easy to slip into the idea of identifying as an "ally" as an identity, and not as a continual process of unlearning assumptions and taking action. [#critlib](#)

1:11 AM · Jul 29, 2020



17



See Violet Fox's other Tweets



Charlotte Beyer
@referencediva



A1. People sometimes want to be seen as "helping" or being a "good person" without examining what the concepts mean. [#critlib](#)

1:12 AM · Jul 29, 2020



8



See Charlotte Beyer's other Tweets



Kat Bell
@katkimbell



A1. I appreciate how [@citythatreads](#) outlines how critical theory can be used as currency in the job market, for both the employer and job seeker [#critlib](#)

1:13 AM · Jul 29, 2020



6



See Kat Bell's other Tweets



Kate Deibel @metageeky · Jul 29, 2020



A1: I've experienced people wanting to engage in the academic questions in response to a moment of hate/bigotry instead of respecting or addressing the pain and hurt people feel. [#critlib](#)



Kate Deibel
@metageeky

I suspect this is particularly more prevalent among academic librarians due to living in that discourse-heavy space. [#critlib](#)

1:13 AM · Jul 29, 2020



4



See Kate Deibel's other Tweets



Margaret Joyce
@magsjoy20



Hi [#critlib](#), I'm Margaret, a cataloger at the University of Hawaii. For A1: I would echo some of the other comments, that engaging in the awareness/of discussion of criticism of librarianship is viewed as enough by some professionals.

1:13 AM · Jul 29, 2020



3



See Margaret Joyce's other Tweets



Katharine C Chandler
@freyjawaru



A1: I find that people like to create seminars and conference topics and panels to academically discuss complex issues rather than listen to their BIPOC colleagues [#critlib](#)

1:14 AM · Jul 29, 2020



12



See Katharine C Chandler's other Tweets



Violet Fox @violetbfox · Jul 29, 2020



Replying to @violetbfox

A1. (cont) I also think it's easy to slip into the idea of identifying as an "ally" as an identity, and not as a continual process of unlearning assumptions and taking action. [#critlib](#)



Charlotte Beyer

@referencediva

[#critlib](#) Ally is really a verb and not a noun. Someone can be an ally in one moment and not an ally in the next. It is constant work and not a title.

1:14 AM · Jul 29, 2020



8



See Charlotte Beyer's other Tweets



Ryan P. Randall | #BlackLivesMatter

@foureyedsoul



Hi everyone! I'm Ryan, a community college librarian in the Boise area. [#critLib](#)

1:14 AM · Jul 29, 2020



9



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



Beth Guay

@Beth_Guay



[#critlib](#) A1. Just a question for people in power – (not so sure it's an answer for Q1) What good are [#exitinterviews](#) when the data is locked away in HR files?

1:14 AM · Jul 29, 2020



5



See Beth Guay's other Tweets



Kate Deibel @metageeky · Jul 29, 2020



Replying to @metageeky

I suspect this is particularly more prevalent among academic librarians due to living in that discourse-heavy space. #critlib



Kate Deibel
@metageeky

And it can come off as the stereotype of the gentlemen armchair anthropologists discussing people a hemisphere away even if it's people present in the room who have pointed out the bigotry. #critlib

1:15 AM · Jul 29, 2020



4



See Kate Deibel's other Tweets



Kate Deibel @metageeky · Jul 29, 2020



Replying to @metageeky

I suspect this is particularly more prevalent among academic librarians due to living in that discourse-heavy space. #critlib



Kat Bell
@katkimbell

Your comments make me think of discourse vs dialogue, the type of communication/conversation we are entering into #critlib

1:15 AM · Jul 29, 2020



4



See Kat Bell's other Tweets



Mary Beth
@shushhappens



Hello! I'm Mary Beth, a LIS masters student in Kentucky. This is my first twitter chat. Thanks for bearing with me as I learn how to participate correctly! 🙌 #critlib

1:15 AM · Jul 29, 2020



9



See Mary Beth's other Tweets



Violet Fox @violetbfox · Jul 29, 2020



Replying to @violetbfox

A1. (cont) I also think it's easy to slip into the idea of identifying as an "ally" as an identity, and not as a continual process of unlearning assumptions and taking action. [#critlib](#)



Violet Fox
@violetbfox

A1. Loved the article's focus on the dynamic of library workers thinking of social justice as something to be implemented only through what libraries collect or teach our patrons/students, and not something to reflect/act on in our day-to-day coworker interactions. [#critlib](#)

1:16 AM · Jul 29, 2020



15



See Violet Fox's other Tweets



Beth Guay @Beth_Guay · Jul 29, 2020



[#critlib](#) A1. Just a question for people in power – (not so sure it's an answer for Q1) What good are [#exitinterviews](#) when the data is locked away in HR files?



Kate Deibel
@metageeky

Honestly, it's not useful. I have come to conclude that HR is not about human resources but just maintaining the institutionalized system bureaucracy. [#critlib](#)

1:16 AM · Jul 29, 2020



3



See Kate Deibel's other Tweets



Kate 'the world is spooky enough' Crowe
@kcrowe



Hi I'm Kate, an academic archivist/hot mess in Denver!
[#critLib](#)

1:16 AM · Jul 29, 2020



4



See Kate 'the world is spooky enough' Crowe's other Tweets



Kat Bell
@katkimbell



Q2. Let's unpack the difference in the teacher/student relationship versus the library colleague relationship that [@citythatreads](#) writes about on p. 136-137. How is power constructed differently in these two sets of relationships? [#critlib](#)

1:17 AM · Jul 29, 2020



3



See Kat Bell's other Tweets



Beth Guay @Beth_Guay · Jul 29, 2020



[#critlib](#) A1. Just a question for people in power – (not so sure it's an answer for Q1) What good are [#exitinterviews](#) when the data is locked away in HR files?



Charlotte Beyer
@referencediva

There is also a concern from BIPOC colleagues that if comments get out, it can hurt them in the long run since it is a small world. [#critlib](#)

1:17 AM · Jul 29, 2020



3



See Charlotte Beyer's other Tweets



Nathan muddy Sentance
@SaywhatNathan



A1 in my experience people in our sector (and quite possibly myself at different stages) people use the term decolonising usually meaning just inclusion rather than an a redistribution of power [#critlib](#)

1:17 AM · Jul 29, 2020



94



22 people are Tweeting about this



Mary Beth @shushhappens · Jul 29, 2020



Hello! I'm Mary Beth, a LIS masters student in Kentucky. This is my first twitter chat. Thanks for bearing with me as I learn how to participate correctly! 🙌 #critlib



Kat Bell
@katkimbell

Welcome! Let us know if you need any help, and I hope my earlier tweets are clear enough! Just as long as you get the hashtag in there, you are good to go #critlib

1:18 AM · Jul 29, 2020



2



See Kat Bell's other Tweets



Helene Williams
@bibliorogue



Hi, I'm Helene (she/her), a librarian-turned-faculty member. My focus is on reworking LIS curriculum to reflect reality, including DEI and critlib concepts/applications, as well as leaving space for students to unlearn, and learn anew #critlib

1:18 AM · Jul 29, 2020



27



See Helene Williams's other Tweets



Tina Gross
@aboutness



Tina, cataloger at a state university library. I spent the day reviewing Alma migration data and my brain is mush, so I will probably just lurk. Hi! #critlib

1:19 AM · Jul 29, 2020



15



See Tina Gross's other Tweets



Kate Deibel
@metageeky



I love this. We definitely need more dialogue than discourse but it shouldn't be a free for all. In such cases, dominant voices dominate (duh!) and pushback can silence those taking the risk to speak up. [#critlib](#)



Kat Bell @katkimbell

Replying to @metageeky

Your comments make me think of discourse vs dialogue, the type of communication/conversation we are entering into [#critlib](#)

1:20 AM · Jul 29, 2020



6



See Kate Deibel's other Tweets



Margaret Joyce @magsjoy20 · Jul 29, 2020



Hi [#critlib](#), I'm Margaret, a cataloger at the University of Hawaii. For A1: I would echo some of the other comments, that engaging in the awareness/of discussion of criticism of librarianship is viewed as enough by some professionals.



Kat Bell
@katkimbell

Yes! Awareness vs. changing actions. Also, how are you doing? Glad the hurricane did not make landfall, I was tracking as my sister lives in Honolulu [#critlib](#)

1:20 AM · Jul 29, 2020



1



See Kat Bell's other Tweets



Mary Beth @shushhappens · Jul 29, 2020



Hello! I'm Mary Beth, a LIS masters student in Kentucky. This is my first twitter chat. Thanks for bearing with me as I learn how to participate correctly! 🙌 [#critlib](#)



Beth Daniel Lindsay
@bethdlindsay

Welcome! This is my first twitter chat in maybe two years, so I'm with you on this learning curve. :) [#critlib](#)

1:20 AM · Jul 29, 2020



4



See Beth Daniel Lindsay's other Tweets



Kate Deibel
@metageeky



A2: I haven't had time to read the article, but one aspect of power dynamics that I have experienced in my work is the setting of priorities by "leaders" of one branch of diversity over the other, often leading to ignoring one to its detriment. [#critlib](#)

1:22 AM · Jul 29, 2020



3



See Kate Deibel's other Tweets



Kate Deibel @metageeky · Jul 29, 2020



I love this. We definitely need more dialogue than discourse but it shouldn't be a free for all. In such cases, dominant voices dominate (duh!) and pushback can silence those taking the risk to speak up. [#critlib](#)



Kat Bell @katkimbell

Replying to @metageeky

Your comments make me think of discourse vs dialogue, the type of communication/conversation we are entering into [#critlib](#)



Beth Guay
@Beth_Guay

[#critlib](#) "pushback" can be literal in some cases -- demotion

1:22 AM · Jul 29, 2020



1



See Beth Guay's other Tweets



Violet Fox @violetbfox · Jul 29, 2020



A1. I think it's very easy for people to use academic theories and complex terminology as a way to not reflect on their own actions and attitudes. [#critlib](#)



Beth Daniel Lindsay
@bethdlindsay

Yes! I also feel that complex terminology (and acronyms) can be exclusionary, especially to newer folks. [#critlib](#)

1:22 AM · Jul 29, 2020



6



See Beth Daniel Lindsay's other Tweets



Violet Fox
@violetbfox



A2. It's easier to negotiate the clearer power structure of teacher/student than the complex power relations of coworkers, who may have similar job titles but different power because of identity (race, gender, etc.), relationships with other staff, seniority, etc. [#critlib](#)



Kat Bell @katkimbell

Q2. Let's unpack the difference in the teacher/student relationship versus the library colleague relationship that @citythatreads writes about on p. 136-137. How is power constructed differently in these two sets of relationships? [#critlib](#)

1:22 AM · Jul 29, 2020



18



See Violet Fox's other Tweets



Kate Deibel @metageeky · Jul 29, 2020



I love this. We definitely need more dialogue than discourse but it shouldn't be a free for all. In such cases, dominant voices dominate (duh!) and pushback can silence those taking the risk to speak up. [#critlib](#)



Kat Bell @katkimbell

Replying to @metageeky

Your comments make me think of discourse vs dialogue, the type of communication/conversation we are entering into [#critlib](#)



Kat Bell
@katkimbell

It sounds like more people could use some basic facilitation skills. Many conversations happen without ground rules, or without people willing to intervene if someone overtakes a conversation [#critlib](#)

1:23 AM · Jul 29, 2020



5



See Kat Bell's other Tweets



Kate Deibel @metageeky · Jul 29, 2020



A2: I haven't had time to read the article, but one aspect of power dynamics that I have experienced in my work is the setting of priorities by "leaders" of one branch of diversity over the other, often leading to ignoring one to its detriment. #critlib



Kate Deibel
@metageeky

Will definitely read the article now that I've learned about it. I look forward to reading it, @citythatreads. #critlib

1:23 AM · Jul 29, 2020



3



See Kate Deibel's other Tweets



Kate 'the world is spooky enough' Crowe
@kcrowe



I see a lot of academics talk a good game but not doing the work, in the institution or in the community. If there is a lot of smoke, usually there's no real fire (yes that metaphor is tortured I'm sorry) #critlib



Kat Bell @katkimbell

Q1. What are some examples of using 'critical' discourse as a smokescreen to support power? Feel free to pull from your own experience or from @citythatreads' article #critlib

1:23 AM · Jul 29, 2020



11



See Kate 'the world is spooky enough' Crowe's other Twe...



Kat Bell @katkimbell · Jul 29, 2020



Replying to @metageeky

It sounds like more people could use some basic facilitation skills. Many conversations happen without ground rules, or without people willing to intervene if someone overtakes a conversation #critlib



Kate Deibel
@metageeky

I think it's more than facilitation being needed. We have a critical problem in academia and libraries especially about the freedom of expression being an absolute. #critlib

1:24 AM · Jul 29, 2020



1



See Kate Deibel's other Tweets



Kat Bell @katkimbell · Jul 29, 2020



Replying to @metageeky

It sounds like more people could use some basic facilitation skills. Many conversations happen without ground rules, or without people willing to intervene if someone overtakes a conversation
[#critlib](#)



Beth Daniel Lindsay

@bethdlindsay

[@katkimbell](#), yes, yes, yes facilitation skills for everyone! I like the term "mutual responsibility agreements" from [@AskBigQs](#) rather than ground rules, but same basic idea. [#critlib](#)

1:25 AM · Jul 29, 2020



3



See Beth Daniel Lindsay's other Tweets



Beth Daniel Lindsay @bethdlindsay · Jul 29, 2020



Replying to @violetbfox

Yes! I also feel that complex terminology (and acronyms) can be exclusionary, especially to newer folks. [#critlib](#)



Beth Guay

@Beth_Guay

[#critlib](#) complex terminology coupled with signaling of superiority can affect old and new folks

1:25 AM · Jul 29, 2020



2



See Beth Guay's other Tweets



Sarah Braun

@braunsk



Hi [#critlib](#), I'm Sarah, a special collections library worker and iSchool student. Mostly lurking tonight.

1:26 AM · Jul 29, 2020



6



See Sarah Braun's other Tweets



Kate Deibel @metageeky · Jul 29, 2020



Replying to @katkimbell

I think it's more than facilitation being needed. We have a critical problem in academia and libraries especially about the freedom of expression being an absolute. [#critlib](#)



Kat Bell
@katkimbell

Yes! I've been thinking a lot about freedom today. It's more about the concept of freedom than caring for each other [#critlib](#)

1:26 AM · Jul 29, 2020



2



See Kat Bell's other Tweets



Violet Fox
@violetbfox



Welcome to all the [#critlib](#) lurkers tonight, whether you've said hello or not! 🙌 Please do feel free to engage with the questions; we welcome your contributions.

1:27 AM · Jul 29, 2020



19



See Violet Fox's other Tweets



Kevin
@A_Rad_Librarian



Hi everyone! I'm Kevin, a (critical) info lit librarian in upstate NY. This is my first twitter chat, so I may be pretty quiet. [#CritLib](#)

1:27 AM · Jul 29, 2020



8



See Kevin's other Tweets



Kate 'the world is spooky enough' Crowe

@kcrowe



Also "ally" as an identity that you can self select into. I don't get to decide if I'm trustworthy/trusted. Impacted folks do. And that process is never done. That unlearning is never done. You've never done enough. And that's the work. [#critlib](#)



Violet Fox @violetbfox

Replying to @violetbfox

A1. (cont) I also think it's easy to slip into the idea of identifying as an "ally" as an identity, and not as a continual process of unlearning assumptions and taking action. [#critlib](#)

1:27 AM · Jul 29, 2020



35



See Kate 'the world is spooky enough' Crowe's other Twe...



Librarian, KN4IJM

@klmccook



In my exp. many co-workers just ignore DEI and do not engage at all. Virtual makes disregarding DEI easier than ever even in these times. Lots of top down cover with grand statements-remains to be seen if grassroots follow through. [#critlib](#)

1:27 AM · Jul 29, 2020



10



See Librarian, KN4IJM's other Tweets



Kat Bell

@katkimbell



Q3. [@citythatreads](#) writes "...we aren't focusing on empathy building, vulnerability, interrogating systems of structural inequities, and critical thinking when it comes to interacting with or working with colleagues" (p. 145). Why don't we? What gets in the way? [#critlib](#)

1:28 AM · Jul 29, 2020



8



See Kat Bell's other Tweets



Ryan P. Randall | #BlackLivesMatter

@foureyedsoul



A1 In addition to what folks have said about how critical discourse can be used to add a bit of new flair to routine practices of oppression, it's odd to often see "critical" discourse locked behind publisher paywalls. Definitely appreciate @citythatreads publishing OA! #critLib

1:28 AM · Jul 29, 2020



18



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



Beth Guay @Beth_Guay · Jul 29, 2020



Replying to @metageeky

#critlib "pushback" can be literal in some cases -- demotion



Kate Deibel

@metageeky

Oh yes, especially if your "cause" is not yet popular.

#critlib

1:28 AM · Jul 29, 2020



2



See Kate Deibel's other Tweets



Beth Guay @Beth_Guay · Jul 29, 2020



#critlib A1. Just a question for people in power – (not so sure it's an answer for Q1) What good are #exitinterviews when the data is locked away in HR files?



Beth Daniel Lindsay

@bethdlindsay

Great question! I have also wondered about the utility of exit interviews. I declined one when I left my last position. #critlib

1:29 AM · Jul 29, 2020



2



See Beth Daniel Lindsay's other Tweets



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

@brimwats



I'm Brian! I'm a PhD candidate at [@UBCiSchool](#) focusing on ethical cataloging in GLAMS. I am mostly here to listen :) [#critlib](#)

1:29 AM · Jul 29, 2020



10



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



Beth Daniel Lindsay @bethdlindsay · Jul 29, 2020



Replying to @metageeky and @katkimbell

[@metageeky](#) would you please say more about "the freedom of expression being an absolute"?



Kate Deibel

@metageeky

I'm thinking of the OIF insistence on letting hate groups meet in libraries or the recent debate over Seattle Public Libraries getting an award despite hosting a transphobic speaker and ignoring public outcries. [#critlib](#)

1:30 AM · Jul 29, 2020



5



See Kate Deibel's other Tweets



Beth Daniel Lindsay @bethdlindsay · Jul 29, 2020



Replying to @katkimbell and @metageeky

[@katkimbell](#), yes, yes, yes facilitation skills for everyone! I like the term "mutual responsibility agreements" from [@AskBigQs](#) rather than ground rules, but same basic idea. [#critlib](#)



Helene Williams

@bibliorogue

A1 Discourse: Facilitation skills, agreements, and goals are all important; what do we want to come out of our efforts at discussion? Awareness? Buzzwords we can throw around (ties in w/ A2 power)? Or action? And can we hold ourselves/others accountable? [#critlib](#)

1:30 AM · Jul 29, 2020



3



See Helene Williams's other Tweets



Violet Fox
@violetbfox



A3. It's hard!

We're overworked, understaffed, focusing on trying to get through the days (and the email inbox). It takes real dedication to make time and energy to make these efforts, and capitalism doesn't like to give us that much leeway to think and reflect and act. [#critlib](#)



Kat Bell @katkimbell

Q3. @citythatreads writes "...we aren't focusing on empathy building, vulnerability, interrogating systems of structural inequities, and critical thinking when it comes to interacting with or working with colleagues" (p. 145). Why don't we? What gets in the way? [#critlib](#)

1:30 AM · Jul 29, 2020



27



See Violet Fox's other Tweets



Tina Gross
@aboutness



A2. Librarians are very comfortable in the role of teacher, guide, gatekeeper, knower of things. That dynamic is hard to get past, even between coworkers. To not know is scary and vulnerable. [#critlib](#)

1:30 AM · Jul 29, 2020



25



See Tina Gross's other Tweets



Kate 'the world is spooky enough' Crowe
@kcrowe



Speaking truth to power done effectively can lose you status, opportunities, access. Sometimes you know it, sometimes you don't. But if you have leverage and don't use it, you're complicit. [#critlib](#)



Kat Bell @katkimbell

Q3. @citythatreads writes "...we aren't focusing on empathy building, vulnerability, interrogating systems of structural inequities, and critical thinking when it comes to interacting with or working with colleagues" (p. 145). Why don't we? What gets in the way? [#critlib](#)

1:30 AM · Jul 29, 2020



8



See Kate 'the world is spooky enough' Crowe's other Tweets



Violet Fox @violetbfox · Dec 11, 2019



A1. When in doubt, Wikipedia 😊: "A toxic workplace is a workplace that is marked by significant drama and infighting, where personal battles often harm productivity."

[en.wikipedia.org/wiki/Toxic_wor...](https://en.wikipedia.org/wiki/Toxic_workplace) #critlib



Beth Daniel Lindsay

@bethdlindsay

Librarian cites Wikipedia! Love it. :) #critlib

1:31 AM · Jul 29, 2020



4



See Beth Daniel Lindsay's other Tweets



Mary Beth

@shushhappens



A3. I have wondered if it has anything to do with the past notion that it took ruthlessness to become successful? #critlib

1:32 AM · Jul 29, 2020



2



See Mary Beth's other Tweets



Beth Guay

@Beth_Guay



What gets in the way? #critlib A3. Top down management. Especially when top managers promote bullies (intellectual bullying) or sycophants or both to be their direct reports and act as buffers

1:32 AM · Jul 29, 2020



1



See Beth Guay's other Tweets



Katharine C Chandler

@freyjawaru



A3: in agreement with @violetbfox : librarians are overworked. Also many librarians are fixated on creating their personas on Twitter and elsewhere. They are more interested in signaling to each other that they care about diversity than in actually putting it in action. #critlib

1:33 AM · Jul 29, 2020



10



See Katharine C Chandler's other Tweets



Kate Deibel
@metageeky



A3: It's big. Too big. And we often want to put the onus on a single special DEI/IDEA librarian (people, include accessibility with DEI, it's not just disability access) position or tiny committee. It's everyone's task to work on this. [#critlib](#)

1:33 AM · Jul 29, 2020



♡ 10 👤 See Kate Deibel's other Tweets



Kate Deibel @metageeky · Jul 29, 2020



Replying to @Beth_Guay

Oh yes, especially if your "cause" is not yet popular. [#critlib](#)



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

I've experienced it by being subtly "passed over" for a promotion or being offered a permanent position (as I learned later) [#critlib](#)

1:33 AM · Jul 29, 2020



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



Beth Daniel Lindsay @bethdlindsay · Jul 29, 2020



Replying to @violetbfox

Librarian cites Wikipedia! Love it. :) [#critlib](#)



Librarian, KN4IJM
@klmccook

Librarians should write Wikipedia [#critlib](#)

1:33 AM · Jul 29, 2020



♡ 3 👤 See Librarian, KN4IJM's other Tweets



Tina Gross @aboutness · Jul 29, 2020



A2. Librarians are very comfortable in the role of teacher, guide, gatekeeper, knower of things. That dynamic is hard to get past, even between coworkers. To not know is scary and vulnerable.

[#critlib](#)



Kat Bell
@katkimbell

Ah! Identity. Perhaps some [#vocationalawe](#)? To embrace the ambiguity may mean you have to reflect on your sense of your professional self [#critlib](#)

1:33 AM · Jul 29, 2020



5



See Kat Bell's other Tweets



Kat Bell @katkimbell · Jul 29, 2020



A1. I appreciate how [@citythatreads](#) outlines how critical theory can be used as currency in the job market, for both the employer and job seeker [#critlib](#)



Beth Daniel Lindsay
@bethdlindsay

That resonated with me too. I hadn't thought of critical theory as currency. [#critlib](#)

1:34 AM · Jul 29, 2020



4



See Beth Daniel Lindsay's other Tweets



Violet Fox @violetbfox · Jul 29, 2020



A3. It's hard!

We're overworked, understaffed, focusing on trying to get through the days (and the email inbox). It takes real dedication to make time and energy to make these efforts, and capitalism doesn't like to give us that much leeway to think and reflect and act. [#critlib](#)



Kat Bell @katkimbell

Q3. @citythatreads writes "...we aren't focusing on empathy building, vulnerability, interrogating systems of structural inequities, and critical thinking when it comes to interacting with or working with colleagues" (p. 145). Why don't we? What gets in the way? [#critlib](#)



Violet Fox
@violetbfox

A3. Empathy, critical thinking, vulnerability aren't encouraged. It takes getting to a breaking point (and then some!!) before people & organizations are willing to take action. Important to fight against that propensity to let things get terrible before doing anything. [#critlib](#)

1:34 AM · Jul 29, 2020



8



See Violet Fox's other Tweets



Kate Deibel
@metageeky



A3: This question is also very personal to me. I'm an IDEA librarian and despite a giant workload, I'm taking a week off because I'm so burnt out my ashes have been charred 50x over. [#critlib](#)

1:34 AM · Jul 29, 2020



3



See Kate Deibel's other Tweets



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



for those that don't know the DEI acronym (or think they do but don't 100%) I just found this great discussion of it d5coalition.org/tools/dei/ [#critlib](#)

1:35 AM · Jul 29, 2020



6



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



Margaret Joyce
@magsjoy20



Q3: I think Freire's banking model might come into play here. If coworkers approach each other with a "tell me how to do it mindset" they aren't going to be prepared for this kind of sustained work. [#critlib](#)

1:36 AM · Jul 29, 2020



3



See Margaret Joyce's other Tweets



Kat Bell
@katkimbell



A3. As a field, we tend to be focused on our users. We create anti-racist reading lists, promote diverse collections, etc. But when do we think about each other as colleagues, dialogue with each other amidst the busyness of our neoliberal envts? [#critlib](#)

1:36 AM · Jul 29, 2020



22



See Kat Bell's other Tweets



Charlotte Beyer
@referencediva



A2. Librarians love to organize and put things in the order they feel is right and not have things out of place in their mind which is why student/teacher is so comfy because it is familiar. [#critlib](#)

1:36 AM · Jul 29, 2020



3



See Charlotte Beyer's other Tweets



b. m. "global warming is the real horror" w... · Jul 29, 2020

Replying to @metageeky and @Beth_Guay

I've experienced it by being subtly "passed over" for a promotion or being offered a permanent position (as I learned later) [#critlib](#)



Beth Guay
@Beth_Guay

[#critlib](#) stay the way you are, Brian, no regrets! signed, a person who has stuck to her principles for 20+ years

1:36 AM · Jul 29, 2020



2



See Beth Guay's other Tweets



Beth Guay @Beth_Guay · Jul 29, 2020



Replying to @bethdlindsay and @violetbfox

#critlib complex terminology coupled with signaling of superiority can affect old and new folks



Beth Daniel Lindsay

@bethdlindsay

.@Beth_Guay you're right #critlib

1:37 AM · Jul 29, 2020



3



See Beth Daniel Lindsay's other Tweets



Kate Deibel @metageeky · Jul 29, 2020



A3: This question is also very personal to me. I'm an IDEA librarian and despite a giant workload, I'm taking a week off because I'm so burnt out my ashes have been charred 50x over. #critlib



Kate Deibel

@metageeky

Empathy can be draining when you constantly see the struggle to make institutional change. The emotional labor makes me wish I was shifting shelves in an entire library on my own instead.

I don't know if I'd recommend anyone take on a DEI/IDEA role.

#critlib

1:37 AM · Jul 29, 2020



8



See Kate Deibel's other Tweets



b. m. "global warming is the real horror" w... · Jul 29, 2020



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Kat Bell

@katkimbell

Thanks for sharing this resource! #critlib

1:37 AM · Jul 29, 2020



2



See Kat Bell's other Tweets



Ryan P. Randall | #BlackLivesMatter

@foureyedsoul



A2 Our instruction-focused relationships with students are often shorter: a one-shot, something more sustained if we're lucky.

So sharing power in a classroom can feel like smaller stakes than sharing power with coworkers who face different structures of oppression. [#critLib](#)

1:38 AM · Jul 29, 2020



15



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



Margaret Joyce @magsjoy20 · Jul 29, 2020

Replying to @magsjoy20

Oops, A3 to Q3!



Kat Bell

@katkimbell

I love that thought of how we relate to each other as resources to be tapped, knowledge to be gained [#critlib](#)

1:38 AM · Jul 29, 2020



3



See Kat Bell's other Tweets



Kate Deibel @metageeky · Jul 29, 2020

Replying to @bethdlindsay and @katkimbell

I'm thinking of the OIF insistence on letting hate groups meet in libraries or the recent debate over Seattle Public Libraries getting an award despite hosting a transphobic speaker and ignoring public outcries. [#critlib](#)



Sarah Braun

@braunsk

Hard agree with this. A library that's ok with hate and a publication that awards that need to rethink policies and not hide behind their definition of supporting "free speech". Hate speech is not ok. [#critlib](#)

1:39 AM · Jul 29, 2020



4



See Sarah Braun's other Tweets



Ryan P. Randall | #BlackLivesMatter @four... · Jul 29, 2020

A2 Our instruction-focused relationships with students are often shorter: a one-shot, something more sustained if we're lucky.

So sharing power in a classroom can feel like smaller stakes than sharing power with coworkers who face different structures of oppression. [#critLib](#)



Ryan P. Randall | #BlackLivesMatter
@foureyedsoul

A2.1 Processes, structures, & expectations of accountability are also very different between student/instructor & coworker situations. [#critLib](#)

1:40 AM · Jul 29, 2020



7



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



b. m. "global warming is the real horror" w... · Jul 29, 2020

for those that don't know the DEI acronym (or think they do but don't 100%) I just found this great discussion of it d5coalition.org/tools/dei/ [#critlib](#)



Kate Deibel
@metageeky

I recently tweeted on my own take on how diversity, equity, inclusion, and accessibility all work together. Thread is here: twitter.com/metageeky/stat... [#critlib](#)



Kate Deibel @metageeky

Replying to @PopCulLibrn @mgolrick and 2 others

Well, the best ordering is IDEA: Inclusion, Diversity, Equity, and Accessibility. And I can explain how all of these connect.

1:40 AM · Jul 29, 2020



4



See Kate Deibel's other Tweets



Kate Deibel @metageeky · Jul 29, 2020



Replying to @metageeky

Empathy can be draining when you constantly see the struggle to make institutional change. The emotional labor makes me wish I was shifting shelves in an entire library on my own instead.

I don't know if I'd recommend anyone take on a DEI/IDEA role.
[#critlib](#)



Beth Guay
@Beth_Guay

[#critlib](#) I've witnessed so much stress over the years on people who have been in this role

1:40 AM · Jul 29, 2020



2



See Beth Guay's other Tweets



Violet Fox @violetbfox · Jul 29, 2020



A3. It's hard!

We're overworked, understaffed, focusing on trying to get through the days (and the email inbox). It takes real dedication to make time and energy to make these efforts, and capitalism doesn't like to give us that much leeway to think and reflect and act. [#critlib](#)



Kat Bell @katkimbell

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Jennifer Arévalo Ferretti
@citythatreads

definitely takes time and dedication, i can't remember if i made this explicit, but some library workers have no problem doing these things in the classroom, but when they leave it and are around coworkers it seems like the work isn't viewed or done the same way [#critlib](#)

1:40 AM · Jul 29, 2020



13



See Jennifer Arévalo Ferretti's other Tweets



Kate Deibel @metageeky · Jul 29, 2020



Replying to @metageeky

Empathy can be draining when you constantly see the struggle to make institutional change. The emotional labor makes me wish I was shifting shelves in an entire library on my own instead.

I don't know if I'd recommend anyone take on a DEI/IDEA role.
[#critlib](#)



Kat Bell
@katkimbell

For real, my empathy drains me so much of the time. I can't say no to wanting to help create change. I have a hard time empathizing with those that seem to not have empathy, how can I bring those people into dialogue?
[#critlib](#)

1:41 AM · Jul 29, 2020



2



See Kat Bell's other Tweets



Kat Bell @katkimbell · Jul 29, 2020



Replying to @magsjoy20

I love that thought of how we relate to each other as resources to be tapped, knowledge to be gained [#critlib](#)



Margaret Joyce
@magsjoy20

I used to be a teacher before I was a librarian, and, as the article hints at, there are many people good at what they do that don't know how to effectively pass that information on to others because they don't think about how learning takes place. [#critlib](#)

1:41 AM · Jul 29, 2020



7



See Margaret Joyce's other Tweets



Kat Bell
@katkimbell



Q4. [@citythatreads](#) writes that "critical librarianship can seem performative" (p. 137) and that "it's very possible for reputation and praxis to be in conflict with each other (p. 138). In what ways have you seen examples of this in the library Twitter community? [#critlib](#)

1:42 AM · Jul 29, 2020



12



See Kat Bell's other Tweets



Ryan P. Randall | #BlackLivesMatter @four... · Jul 29, 2020 

A2 Our instruction-focused relationships with students are often shorter: a one-shot, something more sustained if we're lucky.

So sharing power in a classroom can feel like smaller stakes than sharing power with coworkers who face different structures of oppression. [#critLib](#)



Kate Deibel
@metageeky

And a lot of these one-offs lack any insight or knowledge of the class's culture or experiences. The big example I ask of teaching librarians is "Do you ever ask or get told about disability accommodations that may be needed by students in a class?" [#critlib](#)

1:42 AM · Jul 29, 2020



 10  See Kate Deibel's other Tweets



Bronwen K. M. (she/ella/ela)
@soccerbrarian



Hi [#critlib](#) I'm an academic librarian who wears a few different hats: IL coordination, undergraduate engagement, and Latin American Studies and Spanish/Portuguese liaisonship.

1:42 AM · Jul 29, 2020



 6  See Bronwen K. M. (she/ella/ela)'s other Tweets



Kat Bell @katkimbell · Jul 29, 2020



Replying to @metageeky

For real, my empathy drains me so much of the time. I can't say no to wanting to help create change. I have a hard time empathizing with those that seem to not have empathy, how can I bring those people into dialogue? [#critlib](#)



Kate Deibel
@metageeky

I'm autistic and experience hyperempathy as part of that. I generally value it as a skill but there are so many times I just want to numb myself for a week to just do work instead of having the emotional reactions to it all. [#critlib](#)

1:43 AM · Jul 29, 2020



 3  See Kate Deibel's other Tweets



Jennifer Arévalo Ferretti @citythatreads · Jul 29, 2020



Replying to @violetbfox

definitely takes time and dedication, i can't remember if i made this explicitly, but some library workers have no problem doing these things in the classroom, but when they leave it and are around coworkers it seems like the work isn't viewed or done the same way [#critlib](#)



Violet Fox
@violetbfox

Right. And having work dedicated to building relationships with coworkers not explicitly count towards tenure efforts or evaluation standards makes it even more likely that it'll get dropped when crunch times come (or not even attempted!). [#critlib](#)

1:44 AM · Jul 29, 2020



♡ 15 👤 See Violet Fox's other Tweets



Bronwen K. M. (she/ella/ela)
@soccerbrarian



A1 Gonna have to think about this for a while. I've heard discourses used around diversity and marginalized populations used to be inclusive of groups and areas that are themselves not inclusive. That has seemed a way to keep power in the groups that exclude [#critlib](#)



Kat Bell @katkimbell

Q1. What are some examples of using 'critical' discourse as a smokescreen to support power? Feel free to pull from your own experience or from @citythatreads' article [#critlib](#)

1:44 AM · Jul 29, 2020



♡ 3 👤 See Bronwen K. M. (she/ella/ela)'s other Tweets



Kate 'the world is spooky enough' Crowe

@kcrowe



If everyone, particularly the cis het white folks in [#critlib](#) can't think of multiple examples of our own performative behavior we're not digging deep enough.



Kat Bell @katkimbell

Q4. @citythatreads writes that "critical librarianship can seem performative" (p. 137) and that "it's very possible for reputation and praxis to be in conflict with each other (p. 138). In what ways have you seen examples of this in the library Twitter community? [#critlib](#)

1:44 AM · Jul 29, 2020



6



See Kate 'the world is spooky enough' Crowe's other Tweets



Katharine C Chandler

@freyjawaru



Q4: Many librarians in my area of the profession are heavy virtue signalers on SM. While they may suggest their support for diversity and BIPOC advancement, it's hard to believe they would support significant shifts in structure that would threaten their places [#critlib](#)

1:46 AM · Jul 29, 2020



8



See Katharine C Chandler's other Tweets



Jennifer Arévalo Ferretti @citythatreads · Jul 29, 2020

Replying to @citythatreads and @violetbfox

*explicit



Kate Deibel

@metageeky

There's also the potential problem that the visiting librarian might make a big push on a DEI concept but once they leave, a vacuum is left with no one to keep that moving. Or worse, it spotlights the more vulnerable, called upon students. Stereotype threat or worse.

[#critlib](#)

1:46 AM · Jul 29, 2020



3



See Kate Deibel's other Tweets



Kate Deibel @metageeky · Jul 29, 2020



Replying to @foureyedsoul

And a lot of these one-offs lack any insight or knowledge of the class's culture or experiences. The big example I ask of teaching librarians is "Do you ever ask or get told about disability accommodations that may be needed by students in a class?"
[#critlib](#)



Ryan P. Randall | [#BlackLivesMatter](#)
@foureyedsoul

That's such a good question! I think that I've been told precisely once beforehand. If I recall correctly, when a hard of hearing student used a microphone / amplifier set.

I try to make all my materials with universal design—now I should also start asking in advance! [#critLib](#)

1:46 AM · Jul 29, 2020



6



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



Jennifer Arévalo Ferretti @citythatreads · Jul 29, 2020



Replying to @violetbfox

100



Kat Bell
@katkimbell

I've often seen how staff development is portrayed as an individual activity, and team building activities don't go very deep or are cheesy/painful. Like the outward work is more important than the internal relationships between colleagues [#critlib](#)

1:47 AM · Jul 29, 2020



8



See Kat Bell's other Tweets



Mary Beth
@shushhappens



A4. I had to look up "praxis" in relation to people, not tests. I think I understand it as a person's belief/values system? (not necessarily in the religious sense) [#critlib](#)

1:47 AM · Jul 29, 2020



3



See Mary Beth's other Tweets



Beth Daniel Lindsay

@bethdlindsay



A2. While in the story [@citythatreads](#) tells, Twitter Commenter and she are passing professional colleagues (I think?), the teacher/student relationship is more likely to be one that involves multiple interactions (in my experience at small institutions). [#critlib](#)

1:48 AM · Jul 29, 2020



2



See Beth Daniel Lindsay's other Tweets



Kat Bell

@katkimbell



Q5. Last question! How can we hold our [#critlib](#) community accountable on social media? How can we practice [@mckensiemack](#)'s "generous accountability" and ensure that [#critlib](#) is not experienced by BIPOC library workers as an exclusionary community ([@citythatreads](#), p. 141).

1:48 AM · Jul 29, 2020



10



See Kat Bell's other Tweets



Kate Deibel

@metageeky



I think that one general performative behavior that is seen so much is talking about "groups" and the needs to support "them", but never doing that help in respond to actual individuals. [#critlib](#)

1:49 AM · Jul 29, 2020



5



See Kate Deibel's other Tweets



Mary Beth @shushhappens · Jul 29, 2020



A4. I had to look up “praxis” in relation to people, not tests. I think I understand it as a person’s belief/values system? (not necessarily in the religious sense) [#critlib](#)



Kat Bell
@katkimbell

I understand praxis as “theory-in-action” where you transition your theories you have learned into actual practice. I have a dance background, so we would put body theory into practice in the dance classroom [#critlib](#)

1:50 AM · Jul 29, 2020



6



See Kat Bell’s other Tweets



Kat Bell @katkimbell · Jul 29, 2020



Replying to @citythatreads and @violetbfox

I’ve often seen how staff development is portrayed as an individual activity, and team building activities don’t go very deep or are cheesy/painful. Like the outward work is more important than the internal relationships between colleagues [#critlib](#)



Sarah Braun
@braunsk

Oh gosh, yes. Cheesy icebreakers have never made me feel like I’m building relationships with co-workers. And even with individual professional development, it’s usually about skill-buildibg and the ROI you can bring to the org. [#critlib](#)

1:51 AM · Jul 29, 2020



3



See Sarah Braun’s other Tweets



Kate Deibel
@metageeky



A5 I think that we need to do more than just hit the like button at times but actually share those messages out there as well. It’s a small thing but sometimes the best messages come from those without a lot of followers (often for systemic reasons) [#critlib](#)

1:51 AM · Jul 29, 2020



2



See Kate Deibel’s other Tweets



Violet Fox
@violetbfox



A4. I mean, I'll be very personal and say that I've built a twitter following based on [#critlib](#) and I certainly have qualms about being a middle aged white cislady who's benefitted from that. I shouldn't have the oversized voice that I do.



Kat Bell @katkimbell

Q4. @citythatreads writes that "critical librarianship can seem performative" (p. 137) and that "it's very possible for reputation and praxis to be in conflict with each other (p. 138). In what ways have you seen examples of this in the library Twitter community? [#critlib](#)

1:51 AM · Jul 29, 2020



25



See Violet Fox's other Tweets



Kate Deibel
@metageeky



Gee [#critlib](#)... I had been planning on lurking and reading comics but no... you drag me in.

1:52 AM · Jul 29, 2020



4



See Kate Deibel's other Tweets



Ryan P. Randall | #BlackLivesMatter
@foureyedsoul



A3 I've never worked where tenure is a possibility, but I wonder whether people on tenure clocks feel more pointed structural pressures to treat coworkers instrumentally instead of holistically.

What could be improved about those incentives while keeping tenure tracks? [#critLib](#)



Kat Bell @katkimbell

Q3. @citythatreads writes "...we aren't focusing on empathy building, vulnerability, interrogating systems of structural inequities, and critical thinking when it comes to interacting with or working with colleagues" (p. 145). Why don't we? What gets in the way? [#critlib](#)

1:52 AM · Jul 29, 2020



21



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



Kat Bell
@katkimbell



A4. When the racial injustice uprisings kicked it up a notch, I felt to post anything on social media would be performative. I want to have a dialogue, to dig into things more deeply, which I have done. I don't need to post about it [#critlib](#)

1:52 AM · Jul 29, 2020



5



See Kat Bell's other Tweets



Katharine C Chandler
@freyjawaru



Q5: Many professional organizations have put out guidelines about behavior on SM. I think it's time for library organizations to do so as well. BIPOC colleagues have been bashed on SM and we need structure to keep that from happening. [#critlib](#)

1:53 AM · Jul 29, 2020



3



See Katharine C Chandler's other Tweets



Violet Fox @violetbfox · Jul 29, 2020



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Kat Bell @katkimbell

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Kate Deibel
@metageeky

Which is why those us with followers should do our best to share the ideas of others that promote the DEI/IDEA messages and actions we want to see more and more. [#critlib](#)

1:53 AM · Jul 29, 2020



5



See Kate Deibel's other Tweets



Charlotte Beyer

@referencediva



Q4. Classifying yourself as an "ally" or doing "ally work" can be seen performative. As one of my BIPOC colleagues said things such as racism are everyone's problem. [#critlib](#)

1:53 AM · Jul 29, 2020



8



See Charlotte Beyer's other Tweets



Kate 'the world is spooky enough' Crowe

@kcrowe



A5. I try to extend the grace I was given by many exasperated people when I was starting to wake up to racism/white supremacy in 2014. 33 years on this planet, not a real smidge of recognition. To paraphrase Ijeoma Oluo "it's great you're here, where the hell were you?" [#critlib](#)



Kat Bell @katkimbell

Q5. Last question! How can we hold our [#critlib](#) community accountable on social media? How can we practice @mckensiemack's "generous accountability" and ensure that [#critlib](#) is not experienced by BIPOC library workers as an exclusionary community (@citythatreads, p. 141).

1:54 AM · Jul 29, 2020



14



See Kate 'the world is spooky enough' Crowe's other Twe...



Ryan P. Randall | #BlackLivesMatter @four... · Jul 29, 2020 

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What could be improved about those incentives while keeping tenure tracks? [#critLib](#)



Kat Bell @katkimbell

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Beth Guay
@Beth_Guay

[#critlib](#) certainly time to require participation in IDEA -- inclusion diversity equity accessibility initiatives! for so long voluntary!

1:55 AM · Jul 29, 2020



1



See Beth Guay's other Tweets



Katharine C Chandler @freyjawaru · Jul 29, 2020



Q5: Many professional organizations have put out guidelines about behavior on SM. I think it's time for library organizations to do so as well. BIPOC colleagues have been bashed on SM and we need structure to keep that from happening. [#critlib](#)



Kate Deibel
@metageeky

I have to disagree in that such policies can often squash or hinder unpopular rhetoric, especially given how historically conservative many institutions (public, school, and academic) can be when it comes to civil rights and social justice. [#critlib](#)

1:55 AM · Jul 29, 2020



3



See Kate Deibel's other Tweets



Ryan P. Randall | #BlackLivesMatter @four... · Jul 29, 2020 

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Kat Bell @katkimbell

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Kat Bell
@katkimbell

This makes me think about the mention of Dane's book on collaboration in today's post on him. What "we often refer to as 'collaboration'... is more often performative and may be nothing more than coordination and protection of turf." [#critlib](#) dlvr.it/RcYM7q

1:56 AM · Jul 29, 2020



10



See Kat Bell's other Tweets



Beth Guay @Beth_Guay · Jul 29, 2020 

Replying to @foureyedsoul

[#critlib](#) certainly time to require participation in IDEA -- inclusion diversity equity accessibility initiatives! for so long voluntary!



Kate Deibel
@metageeky

We've been discussing adding in separate funding for professional development related to IDEA. [#critlib](#)

1:57 AM · Jul 29, 2020



5



See Kate Deibel's other Tweets



Violet Fox
@violetbfox



A5. I'm not sure that real accountability is possible in a social media-based community. The only measures that can be taken are individual muting or blocking, or, I guess, blacklisting, but [#critlib](#) chat admins don't have the ability to remove people from Twitter conversations.



Kat Bell @katkimbell

Q5. Last question! How can we hold our [#critlib](#) community accountable on social media? How can we practice @mckensiemack's "generous accountability" and ensure that [#critlib](#) is not experienced by BIPOC library workers as an exclusionary community (@citythatreads, p. 141).

1:57 AM · Jul 29, 2020



3



See Violet Fox's other Tweets



Violet Fox @violetbfox · Jul 29, 2020



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Violet Fox
@violetbfox

"Blacklisting" in the form of telling people not to listen to [individual x], but even that isn't really an effective way to communicate on the twitters. [#critlib](#)

1:59 AM · Jul 29, 2020



5



See Violet Fox's other Tweets



Kate Deibel @metageeky · Jul 29, 2020



Replying to @Beth_Guay and @foureyedsoul

We've been discussing adding in separate funding for professional development related to IDEA. [#critlib](#)



Kat Bell
@katkimbell

And my assessment brain (which I hate at time) goes to - oh, that's a great metric for the neoliberal university. We've been trying to figure out how to track attendance and impact of IDEA prof dev [#critlib](#)

1:59 AM · Jul 29, 2020



4



See Kat Bell's other Tweets



Kat Bell @katkimbell · Jul 29, 2020



Replying to @foureyedsoul

This makes me think about the mention of Dane's book on collaboration in today's post on him. What "we often refer to as 'collaboration'... is more often performative and may be nothing more than coordination and protection of turf." [#critlib](#)
dlvr.it/RcYM7q



Ryan P. Randall | #BlackLivesMatter
@foureyedsoul

Oh, wow. Yes! I've definitely seen that with claims of interdisciplinary "collaboration"... which can often just be a mix of crosspromotion & establishing lanes. I'll have to read that post more thoroughly later. Thanks for pointing to it! [#critLib](#)

1:59 AM · Jul 29, 2020



5



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



Mary Beth @shushhappens · Jul 29, 2020



Replying to @katkimbell

In conflict with reputation, would that mean that you are suspending what you have learned in order to appear right for the job?



Beth Daniel Lindsay

@bethdlindsay

To me, praxis conflicting with reputation means that you're talking about things (publicly) and not doing the things (at all -- publicly or privately). [#critlib](#)

2:00 AM · Jul 29, 2020



6



See Beth Daniel Lindsay's other Tweets



Kat Bell

@katkimbell



Wow! Already 10PM. While the "official" discussion hour is over, please continue tweeting and sharing. I'm learning so much from you all and will be here for a little while longer [#critlib](#)

2:00 AM · Jul 29, 2020



6



See Kat Bell's other Tweets



Kat Bell @katkimbell · Jul 29, 2020



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Lisa Janicke Hinchliffe

@lisalibrarian

Oh no - I missed [#critlib](#)!

2:00 AM · Jul 29, 2020



2



See Lisa Janicke Hinchliffe's other Tweets



Kat Bell @katkimbell · Jul 29, 2020



Wow! Already 10PM. While the "official" discussion hour is over, please continue tweeting and sharing. I'm learning so much from you all and will be here for a little while longer [#critlib](#)



Kat Bell
@katkimbell

I'll go ahead and give my thanks to [@violetbfox](#) for the opportunity to moderate; whoever suggested the topic; my co-moderator [@freyjawaru](#), and [@citythatreads](#) for the scholarship. Stay safe everyone! [#critlib](#)

2:01 AM · Jul 29, 2020



8



See Kat Bell's other Tweets



Kate Deibel
@metageeky



Regarding the discussion of what an ally means, I'll share a quote I learned at the IDEAL conference a year go:

"I don't need an ally. I need an accomplice."

Don't just say you approve of a person's actions. Offer to hold the loot bag or drive the getaway car. [#critlib](#)

2:01 AM · Jul 29, 2020



32



See Kate Deibel's other Tweets



Kate 'the world is spooky enough' Crowe @... · Jul 29, 2020 

A5. I try to extend the grace I was given by many exasperated people when I was starting to wake up to racism/white supremacy in 2014. 33 years on this planet, not a real smidge of recognition. To paraphrase Ijeoma Oluo "it's great you're here, where the hell were you?" [#critlib](#)



Kat Bell @katkimbell

Q5. Last question! How can we hold our [#critlib](#) community accountable on social media? How can we practice @mckensiemack's "generous accountability" and ensure that [#critlib](#) is not experienced by BIPOC library workers as an exclusionary community (@citythatreads, p. 141).



Kate 'the world is spooky enough' Crowe

@kcrowe

Accountability is something I take really seriously. Is the work I'm doing in line w what has been asked for by BIPOC/impacted folks? Am I making assumptions abt what is needed? Am I open to being checked? Am I burdening/ harming impacted ppl if they check me? [#critlib](#)

2:01 AM · Jul 29, 2020



4



See Kate 'the world is spooky enough' Crowe's other Tweets



Violet Fox

@violetbfox



We're at the end of the scheduled time for the [#critlib](#) chat, so I want to thank our moderators @katkimbell & @freyjawaru for their excellent questions and @citythatreads for such a thoughtful, spot-on article. Thanks to all who have participated!!

2:01 AM · Jul 29, 2020



9



See Violet Fox's other Tweets



Violet Fox @violetbfox · Jul 29, 2020



Replying to @violetbfox

"Blacklisting" in the form of telling people not to listen to [individual x], but even that isn't really an effective way to communicate on the twitters. [#critlib](#)



Katharine C Chandler

@freyjawaru

Yes exactly. This has been my experience as a cis-gender white woman and undoubtedly that of many BIPOC people. [#critlib](#)

2:01 AM · Jul 29, 2020



3



See Katharine C Chandler's other Tweets



Lisa Janicke Hinchliffe @lisalibrarian · Jul 29, 2020



Replying to @katkimbell

Oh no - I missed [#critlib](#)!



Kat Bell

@katkimbell

OMG, this is usually me every other time! Feel free to jump in, you can always participate asynchronously! I'm sure a few of us will be here for a while. [#critlib](#)

2:02 AM · Jul 29, 2020



1



See Kat Bell's other Tweets



Bronwen K. M. (she/ella/ela) @soccerbrarian · Jul 29, 2020



Replying to @metageeky

The longer I work in librarianship, the more I see the value in focusing on individuals rather than groups. Do you think job titles like "first-year experience" librarian are problematic because they focus on groups?



Kate Deibel

@metageeky

Only if they never talk to the first-year students or never think about who they aren't hearing from. [#critlib](#)

2:02 AM · Jul 29, 2020



3



See Kate Deibel's other Tweets



Violet Fox @violetbfox · Jul 29, 2020



A5. I'm not sure that real accountability is possible in a social media-based community. The only measures that can be taken are individual muting or blocking, or, I guess, blacklisting, but #critlib chat admins don't have the ability to remove people from Twitter conversations.



Kat Bell @katkimbell

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Tina Gross
@aboutness

It would have to be through engagement, calling in. Hard, time consuming, but somehow still within the librarian teacherly comfort zone? #critlib

2:02 AM · Jul 29, 2020



1



See Tina Gross's other Tweets



Beth Daniel Lindsay
@bethdlindsay



Oh I forgot to introduce myself! I'm an acting library director working in rural Virginia. Hello! #critlib

2:02 AM · Jul 29, 2020



5



See Beth Daniel Lindsay's other Tweets



Kat Bell @katkimbell · Jul 29, 2020



Replying to @metageeky @Beth_Guay and @foureyedsoul

And my assessment brain (which I hate at time) goes to - oh, that's a great metric for the neoliberal university. We've been trying to figure out how to track attendance and impact of IDEA prof dev #critlib



Beth Guay
@Beth_Guay

#critlib anecdotal but true I once had a supervisor who told me to take all of the social justice, diversity and inclusion lectures and events I attended out of my annual self-evaluation and I said "NO!"

2:02 AM · Jul 29, 2020



3



See Beth Guay's other Tweets



Jennifer Arévalo Ferretti

@citythatreads



one thing i'd love to see is people pulling up others in the community, no matter how long they've been part of it/what they've presented or written on it. not saying outing/blocking/shaming but shoot a DM, ask questions, etc [#critlib](#)



Kat Bell @katkimbell

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2:03 AM · Jul 29, 2020



26



See Jennifer Arévalo Ferretti's other Tweets



Mary Beth @shushhappens · Jul 29, 2020



Replying to @bethdlindsay and @katkimbell

Ooh! I think you're right. I wasn't grasping the concept this way, but that makes sense.



Kat Bell

@katkimbell

Yes, so another way this can be framed is "Theories-in-Use" vs "Espoused Theories" - is what you are doing in line with what you are saying? [#critlib](#)

2:04 AM · Jul 29, 2020



5



See Kat Bell's other Tweets



Kate Deibel
@metageeky



And note a key thing here: an accomplice does not do the master planning. Be a minion, a hench, or whatever.
[#critlib](#)



Kate Deibel @metageeky

Regarding the discussion of what an ally means, I'll share a quote I learned at the IDEAL conference a year go:

"I don't need an ally. I need an accomplice."

Don't just say you approve of a person's actions. Offer to hold the loot bag or drive the getaway car. [#critlib](#)

2:04 AM · Jul 29, 2020



2



See Kate Deibel's other Tweets



Jennifer Arévalo Ferretti
@citythatreads



thanks very much y'all. i appreciate this and you. and thanks to all who participated [#critlib](#) 🙏



Violet Fox @violetbfox

We're at the end of the scheduled time for the [#critlib](#) chat, so I want to thank our moderators @katkimbell & @freyjawaru for their excellent questions and @citythatreads for such a thoughtful, spot-on article. Thanks to all who have participated!!

2:04 AM · Jul 29, 2020



21



See Jennifer Arévalo Ferretti's other Tweets



Violet Fox
@violetbfox



If you're interested in suggesting a topic for a [#critlib](#) chat, please consider submitting your idea and volunteering to moderate. The critlib community **is** you! [critlib.org/twitter-chats/...](https://critlib.org/twitter-chats/)

2:04 AM · Jul 29, 2020



6



See Violet Fox's other Tweets



Jennifer Arévalo Ferretti @citythatreads · Jul 29, 2020



one thing i'd love to see is people pulling up others in the community, no matter how long they've been part of it/what they've presented or written on it. not saying outing/blocking/shaming but shoot a DM, ask questions, etc #critlib



Kat Bell @katkimbell

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Kate Deibel
@metageeky

Sometimes a simple thank you can keep a person fighting the good fight for a little longer. #critlib

2:05 AM · Jul 29, 2020



4



See Kate Deibel's other Tweets



Bronwen K. M. (she/ella/ela)
@soccerbrarian



A5, As a white person, I think one thing I can both do and look from others is co-authoring and co-presenting with BIPOC. Inviting others into projects and spaces where I may feel more comfortable is just one thing I can do, but to do it in culturally humble way too #critlib



Kat Bell @katkimbell

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2:05 AM · Jul 29, 2020



4



See Bronwen K. M. (she/ella/ela)'s other Tweets



Mary Beth
@shushhappens



Thank you all! This was a great experience. I hope to sit in on another [#critlib](#) soon!

2:06 AM · Jul 29, 2020



3



See Mary Beth's other Tweets



Beth Guay @Beth_Guay · Jul 29, 2020



Replying to @katkimbell @metageeky and @foureyedsoul

[#critlib](#) anecdotal but true I once had a supervisor who told me to take all of the social justice, diversity and inclusion lectures and events I attended out of my annual self-evaluation and I said "NO!"



Kat Bell
@katkimbell

What a ridiculous ask. I'm so sorry you experienced that [#critlib](#)

2:06 AM · Jul 29, 2020



2



See Kat Bell's other Tweets



Bronwen K. M. (she/ella/ela) @soccerbrarian · Jul 29, 2020



A5, As a white person, I think one thing I can both do and look from others is co-authoring and co-presenting with BIPOC. Inviting others into projects and spaces where I may feel more comfortable is just one thing I can do, but to do it in culturally humble way too [#critlib](#)



Kat Bell @katkimbell

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Kate Deibel
@metageeky

And when appropriate, LGBTQ, disabled or other individuals from less representative groups. [#critlib](#)

2:07 AM · Jul 29, 2020



3



See Kate Deibel's other Tweets



Jennifer Arévalo Ferretti @citythatreads · Jul 29, 2020



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Kat Bell @katkimbell

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Kat Bell
@katkimbell

Thanks so much for sharing this. I feel this so much.
#critlib

2:08 AM · Jul 29, 2020



1



See Kat Bell's other Tweets



Ryan P. Randall | #BlackLivesMatter @four... · Jul 29, 2020



A3 I've never worked where tenure is a possibility, but I wonder whether people on tenure clocks feel more pointed structural pressures to treat coworkers instrumentally instead of holistically.

What could be improved about those incentives while keeping tenure tracks? #critLib



Kat Bell @katkimbell

Q3. @citythatreads writes "...we aren't focusing on empathy building, vulnerability, interrogating systems of structural inequities, and critical thinking when it comes to interacting with or working with colleagues" (p. 145). Why don't we? What gets in the way? #critlib



Lisa Janicke Hinchliffe
@lisalibrarian

I've only worked in tenure libraries so now I'm wondering what prompts this Q? How much pressure is there to do so in non-tenure libraries? #critlib

2:10 AM · Jul 29, 2020



2



See Lisa Janicke Hinchliffe's other Tweets



Jennifer Arévalo Ferretti @citythatreads · Jul 29, 2020



Replying to @violetbfox

definitely takes time and dedication, i can't remember if i made this explicitly, but some library workers have no problem doing these things in the classroom, but when they leave it and are around coworkers it seems like the work isn't viewed or done the same way [#critlib](#)



Lisa Janicke Hinchliffe
@lisalibrarian

I wonder tho if that is bc in the classroom they retain a position of power (instructor role) vs what would happen in a peer environment? [#critlib](#)

2:11 AM · Jul 29, 2020



3



See Lisa Janicke Hinchliffe's other Tweets



Ryan P. Randall | #BlackLivesMatter
@foureyedsoul



A5 Accountability can be very tricky on social media. How do we keep our calls for accountability generous, not toxic or showboating? [#critLib](#)

2:12 AM · Jul 29, 2020



10



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



Bronwen K. M. (she/ella/ela)
@soccerbrarian



A2. With students, I try to cultivate a professional but collaborative relationship around being on a journey together (seeking knowledge), but with colleagues some are not as interested in the "journey" because they are well along in their careers and not as curious [#critlib](#)



Kat Bell @katkimbell

Q2. Let's unpack the difference in the teacher/student relationship versus the library colleague relationship that @citythatreads writes about on p. 136-137. How is power constructed differently in these two sets of relationships? [#critlib](#)

2:12 AM · Jul 29, 2020



3



See Bronwen K. M. (she/ella/ela)'s other Tweets



Ryan P. Randall | #BlackLivesMatter @four... · Jul 29, 2020 

A5 Accountability can be very tricky on social media. How do we keep our calls for accountability generous, not toxic or showboating? [#critLib](#)



Ryan P. Randall | #BlackLivesMatter
@foureyedsoul

A5.1 The [#critLib](#) chats helped give me a sense of stable community when I moved to yet another new state after library school for this, my first library job. I'm (perhaps unreasonably) hesitant to use DMs unless I actually know someone outside of twitter.

2:13 AM · Jul 29, 2020



6



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



Jennifer Arévalo Ferretti @citythatreads · Jul 29, 2020 

one thing i'd love to see is people pulling up others in the community, no matter how long they've been part of it/what they've presented or written on it. not saying outing/blocking/shaming but shoot a DM, ask questions, etc [#critlib](#)



Kat Bell @katkimbell

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Beth Daniel Lindsay
@bethdlindsay

I love that you took what could have been a negative action (you did bad and so x) and instead focused on the positive, pulling others up, asking questions. Thank you, and thanks for the great article! [#critlib](#)

2:16 AM · Jul 29, 2020



2



See Beth Daniel Lindsay's other Tweets



Lisa Janicke Hinchliffe @lisalibrarian · Jul 29, 2020



Replying to @citythatreads and @violetbfox

I wonder tho if that is bc in the classroom they retain a position of power (instructor role) vs what would happen in a peer environment? #critlib



Kat Bell
@katkimbell

Yes! We tried to encourage people to unpack this some in the chat. The power structure is so different, and understanding how seems to be key to starting conversations around building a critical culture. #critlib

2:17 AM · Jul 29, 2020



1



See Kat Bell's other Tweets



Bronwen K. M. (she/ella/ela) @soccerbrarian · Jul 29, 2020



A2. With students, I try to cultivate a professional but collaborative relationship around being on a journey together (seeking knowledge), but with colleagues some are not as interested in the "journey" because they are well along in their careers and not as curious #critlib



Kat Bell @katkimbell

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Kat Bell
@katkimbell

I love the imagery of being on a journey in the classroom. That journey gets old for many, not everyone is interested in being a lifelong learner, especially with a topic as challenging as critical culture/self reflection #critlib

2:19 AM · Jul 29, 2020



1



See Kat Bell's other Tweets



Beth Daniel Lindsay @bethdlindsay · Jul 29, 2020



Replying to @katkimbell and @shushhappens

Nicely said @katkimbell



Kat Bell

@katkimbell

One of the few things I can remember from my last masters, just can't remember which theorist (probably Argyris) #critlib

2:21 AM · Jul 29, 2020



1



See Kat Bell's other Tweets



Lisa Janicke Hinchliffe @lisalibrarian · Jul 29, 2020



Replying to @foureyedsoul

I've only worked in tenure libraries so now I'm wondering what prompts this Q? How much pressure is there to do so in non-tenure libraries? #critlib



Ryan P. Randall | #BlackLivesMatter

@foureyedsoul

That's a great question—yet I only know my own place of work, from my own perspective. FWIW, I definitely believe we've built a culture of treating each other holistically here? It's hard for me to perceive how readily "pressure" & "holistic" could be complimentary. #critLib

2:24 AM · Jul 29, 2020



5



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



Ryan P. Randall | #BlackLivesMatter @four... · Jul 29, 2020 

Replying to @lisalibrarian

That's a great question—yet I only know my own place of work, from my own perspective. FWIW, I definitely believe we've built a culture of treating each other holistically here? It's hard for me to perceive how readily "pressure" & "holistic" could be complimentary. [#critLib](#)



Ryan P. Randall | #BlackLivesMatter
@foureyedsoul

One of the clearest strategies my director & coworkers used is playing cooperative board games as staff development. It helps us better perceive how we each approach problems, so we can anticipate those patterns later. Also reinforces that we're all on the same team!
[#critLib](#)

2:26 AM · Jul 29, 2020



3



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



Kate Deibel @metageeky · Jul 29, 2020 

Replying to @brimwats

I recently tweeted on my own take on how diversity, equity, inclusion, and accessibility all work together. Thread is here: twitter.com/metageeky/stat... [#critlib](#)



Kate Deibel @metageeky

Replying to @PopCulLibrn @mgolrick and 2 others

Well, the best ordering is IDEA: Inclusion, Diversity, Equity, and Accessibility. And I can explain how all of these connect.



Kat Bell
@katkimbell

I love it! The connections are so clear in the way you described. [#critlib](#)

2:30 AM · Jul 29, 2020



1



See Kat Bell's other Tweets



Odile Harter
@odileharter



Agree! All that overwork leads to over reliance on heuristics, most of which are embedded in or structured by white supremacy. If you're privileged, building new habits takes extra energy. (Late to [#critlib](#))



Violet Fox @violetbfox

A3. It's hard!

We're overworked, understaffed, focusing on trying to get through the days (and the email inbox). It takes real dedication to make time and energy to make these efforts, and capitalism doesn't like to give us that much leeway to think and reflect and act. [#critlib](#)
twitter.com/katkimbell/sta...

2:32 AM · Jul 29, 2020



3



See Odile Harter's other Tweets



Lisa Janicke Hinchliffe @lisalibrarian · Jul 29, 2020



Replying to @soccerbrarian and @foureyedsoul

My observation is that the non-TT folks in my org feel much less cared for than the TT folks. One thing TT does do is serve as a structure for creating support (as well as pressure). I spend hours/year coaching/mentoring my colleagues on tenure-track.



Lisa Janicke Hinchliffe
@lisalibrarian

As I said originally, tho, I don't have any personal experience outside of a tenure library to compare to and it was the comparison that prompted my query. So, my experience with non-TT are still within a tenure library.
[#critlib](#)

2:35 AM · Jul 29, 2020



See Lisa Janicke Hinchliffe's other Tweets



Ryan P. Randall | #BlackLivesMatter @four... · Jul 29, 2020

Replying to @lisalibrarian and @soccerbrarian

I can definitely see how tenure track could create beneficial, uplifting, mentoring relationships! I didn't mean to suggest that TT pressures inevitably divide & isolate. I more meant, "okay, these institutional pressure mechanisms exist—how can they be used for holistic ends"?



Lisa Janicke Hinchliffe
@lisalibrarian

Appreciate how this convo is brining clarity.

Always good to distinguish between inevitable/inherent and what seems common. We can choose to walk to good path! [#critlib](#)

2:45 AM · Jul 29, 2020



3



See Lisa Janicke Hinchliffe's other Tweets



Vaughan Hennen
@vaughancello91



Can't wait to check out the [#critlib](#) chat! The internet is such a dumpster fire, a highlight it is!

7:15 AM · Jul 29, 2020



See Vaughan Hennen's other Tweets



Paul Jewell
@pdjewell



Good question on the power structures in the library workplace:

If you missed (like I did) [#critlib](#) yesterday delve into some important questions and shared experience 🙌
[#librarytwitter](#)



Kat Bell @katkimbell

Q3. @citythatreads writes "...we aren't focusing on empathy building, vulnerability, interrogating systems of structural inequities, and critical thinking when it comes to interacting with or working with colleagues" (p. 145). Why don't we? What gets in the way? [#critlib](#)

1:53 AM · Jul 30, 2020 from Sydney, New South Wales



4



See Paul Jewell's other Tweets

