

ARLIS/NA

ART LIBRARIES SOCIETY of NORTH AMERICA

**VIRTUAL
CONFERENCE**
2020

That's Exactly How We Feel:
Creating a New Praxis for Empowering Leaders
and Thinkers in Art Librarianship
(COVID-19 Remix)

Marianne Williams, Evan Schilling, Diane Dias De Fazio,
Joan Jocson-Singh, Vaughan Hennen

Moderator: Carol Ng-He

American Sign Language (ASL) Interpreter: Tom McGillis

Agenda

1. Welcome and access information
2. Moderator
3. Panel
4. Open Discussion
5. Takeaways and Survey

Welcome!

Presentations: 10 minutes (total of 50 minutes)

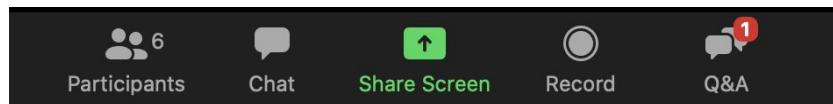
Full-group discussion: 30 minutes

Takeaways & survey: 5 minutes

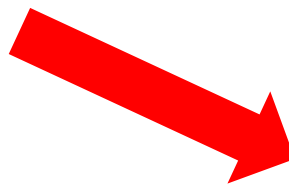
Session hashtags for social media: #ARLISNA2020, #ThisIsFine

Welcome!

To ask questions / participate in the discussion portion of the session, please use the Q&A feature.



If you would like to remain anonymous, click the “send anonymously” box.



Welcome

Feel free to ask the host and panelists questions

Type your question here...

Send anonymously

Cancel Send

Moderator

Carol Ng-He (*she/her*)

Chair, ARLIS/NA Professional Development Committee

Exhibits Coordinator, Arlington Heights Memorial Library

Panelists

(in order of speaking)

Marianne R. Williams (*she/her*): Librarian-in-Residence, University of Arkansas

Evan Schilling (*he/his; they/their*): Architecture Librarian, University of Waterloo

Joan Jocson-Singh (*she/her*): Institute Librarian, California Institute of the Arts

IG: @extrememetallibrarian, Twitter: @Zoe318

Diane Dias De Fazio (*she/her*): Curator of Rare Books and Book Arts. IG:

@archibrarian, Twitter: @thearchibrarian

Vaughan Hennen (*he/his*): Digital Design & Access Librarian, Dakota State University (Madison, SD)

Presentation 1: Marianne R. Williams



- Librarian at the University of Arkansas
- Canadian working in the US
- Non-resident, nonimmigrant alien with work authorization, TN Status
- Many privileges:
 - Support of International Scholars Office at the University of Arkansas
 - Access to legal support
 - TN Status is approved at the airport
 - English-speaking, white, no dependents
 - Easy mobility between my home country and US

Presentation 1: Marianne R. Williams

- Pre-COVID-19 situation
 - Planned on renewing my TN Status in June
 - Established relationship with UArk International Scholars Office and the Multicultural Center
- During COVID-19
 - Suspension of routine visa services from US embassies and consulates
 - Deferred Action for Childhood Arrivals (DACA) program
 - the Supreme Court blocked the Trump administration's attempt to end the program
 - DACA recipients can renew membership in the program for now
 - Changes and disruptions to international student and scholar visas
 - Still developing and very confusing
 - Fall 2020 will look very different for international students and scholars than previously

Presentation 1: Marianne R. Williams

- Some considerations
 - Who is affected by these immigration disruptions is not visible
 - Partner with existing resource centers on and off campus
 - Ex. International Scholars Office, Immigration Legal Clinic at the UArk Law School, La Oficina Latina, LULAC (League of United Latin American Citizens)
 - Many international students and folks are separated from family and support networks
 - Most don't qualify for stimulus checks or unemployment benefits
 - Housing/food/income insecure
 - LOTS of misinformation online
 - Lots of fake phishing and scam websites
 - Unethical or very expensive companies
 - Even the official websites are confusing and unclear



When Libraries are Closets: Retention of LGBTQ+ Librarians

Evan Schilling (he/him or they/them)

- Architecture Librarian, & manager of the Musagetes Library at the University of Waterloo
- Came out in May 2018, & transitioned on the job
- First out trans academic librarian in Canada
- Queer, non-binary trans man
- Finding safe spaces within campus structures:
 - LGBTQ+ Space Maker & Trainer
 - Library Rep on the Faculty Association Equity Committee
 - Member of the Gender & Sexual Diversity Working Group
 - Advisory Board member, Racial Equity & Environmental Justice Task Force at the School of Architecture

“Bring your whole self to Work”

- Be authentic, vulnerable, take risks, speak up, ask for help, connect with others in a genuine way¹
- Impossible for some librarians:
 - Lack of queer & trans-inclusive policies
 - Deadnaming & misgendering
 - Microaggressions (inc. microinsults & microinvalidations)²
 - Inappropriate questions or assumptions
 - Toxic work environments
 - Labeled as “emotional” or a “problem person”
 - Acting for your own “self-interest”
 - “Professionalism” & neutrality in libraries centres white, cishet norms of acting & being

Whatever people think is shocking about transgender people's lives is nothing compared to the injustice we have to face every freakin' day.³

Jennifer
Finney
Boylan

At What Cost?

- Self-closeting, & compartilization of my “selves” for self-preservation
- Hiding significant aspects of my humanity in order to “fit in” & be seen as professional, competent, & successful has come at significant costs to my self-confidence, career, relationships, & health

“...we suffer – lack of engagement, lack of productivity, and our well-being is diminished. We aren’t able to do our best, most innovative work, and we spend and waste too much time trying to look good, fit in, and do or say the “right” thing...this lack of psychological safety makes it difficult for the group or company to thrive and perform at their highest level because people are holding back some of who they really are.”⁴



Your Turn...

Discussion

- Are you able to be your whole self at work? Why or why not?
- How well do you know your LGBTQ+ & BIPOC colleagues personally?
- If you don't, have you asked why that might be?
- How do you know you are in a safe space?
- Has your library done anything to address retention of LGBTQ+ librarians, &/or those from other underrepresented communities?

Notes

1. Henna Inam, “Bring Your Whole Self To Work,” *Forbes*, posted May 10, 2018, <https://www.forbes.com/sites/hennainam/2018/05/10/bring-your-whole-self-to-work/#6b2a7ca16291>.
2. Elliott Kuecker, “Recruiting and Retaining LGBTQ-Identified Staff in Academic Libraries Through Ordinary Methods,” *In the Library with the Lead Pipe* (March 2017), <http://www.inthelibrarywiththeleadpipe.org/2017/recruiting-and-retaining-lgbtq-identified-staff-in-academic-libraries-through-ordinary-methods/>.
3. Retro Report, “Transforming History,” YouTube video, 11:25, posted by *The New York Times*, June 21, 2015, https://www.youtube.com/watch?time_continue=553&v=ROjtETLNknY&feature=emb_logo.
4. Inam, “Bring Your Whole Self To Work.”

Image credit: Lourdes Ashley Hunter, MPA Executive Director, TransWomen of Color Collective, <https://www.twocc.us/>.

The Pitter Patter of Little Feet: Moving Cross Country During COVID

Joan Jocson-Singh (she/her/hers)



- Institute Librarian, California Institute for the Arts (CalArts), 2020 -
- President, Association of College Research Libraries, NY Chapter (ACRLNY) 2019-2020
- Co-Sig coordinator, Graphic Novels Section, (ARLIS/NA) 2019 -
- Current research:
 - Ethnomusicology, specifically women's participation in Heavy Metal and Extreme Metal Music Subcultures
 - Extreme Music Bibliography by POCs (ALA grant)
 - Rock & Metal Motherhood Studies
 - DEI and librarianship



The Pitter Patter of Little Feet...

- What's it like to move your family cross country during a pandemic?
 - Pre-move challenges/considerations
 - Research
 - Addressing the needs of all who are moving
 - Politics of the area
 - Diversity
 - Amenities, Access & Transportation
- So you get the job, now what?
 - The art of negotiation
 - On-boarding during a pandemic



The Pitter Patter of Little Feet...



Pro-tips (Balancing Work/Life)

- Self-Care
- Empathy
- Intentionality

Conclusions?





Diane Dias De Fazio

You may ask yourself, "Well, how did I get here?"

- Independent Curator of Rare Books and Book Arts
 - Archives management, Purgatory Pie Press; Artists' Studio and Collection Visits
 - Co-administration for Grolier Club Artists' Books Group
- Member-at-Large, Rare Books and Manuscripts Section (RBMS), American Library Association (ALA); ALA EDI Assembly
- Background:
 - Contemporary art, theatre, American history, photography/film/video, dec arts
- Current Research:
 - Women in book arts, alternative lifestyles in print history, Industrial Era book trade
- Past Lives:
 - Interior design, architecture collections, historic site management, museum education
- Privileges:
 - White-presenting, 2 Master's degrees, Ivy League grad school, single, no dependents

Once in a lifetime?

- Relocating for "opportunity"
 - The seaweed is always greener in somebody else's lake



CinemaBlend

Once in a lifetime?

- Toxic work environments
 - Be "professional" and working under *Gaslight*



By Trailer screenshot - Gaslight
trailer, Public Domain,
<https://commons.wikimedia.org/w/index.php?curid=1443751>

Once in a lifetime?

- Remedial Chaos Theory
 - Is this the darkest timeline?



<https://observer.com/2020/05/netflix-community-movie-update-dan-harmon/>

Once in a lifetime?

- "You're young, tho. Your Mom's gotta be young-*ish*, right?"
 - Parental care does not run on a timetable



Diane Dias De Fazio

Same as it ever was?

Same as it ever was.

Same as it ever was.

Same as it ever was.

Same as it ever was.



David Byrne.

—That was "The Before Times". *This is Now.*

Discussion questions

- Are you ready for your parent(s) to need your help? How would you handle a supervisee's request for parental leave?
- How does language used in our work culture affect our ability to work?
How are you contributing to this?
- How do you recognize red flags?
- What steps are you taking to be professionally fulfilled during COVID-19? What would you like to see?

Feeling Stranded? You're not alone

- Digital Design & Access Librarian
- Work at a *very* small library with two other librarians, including my director
- Work in a town with less than 7,500 people

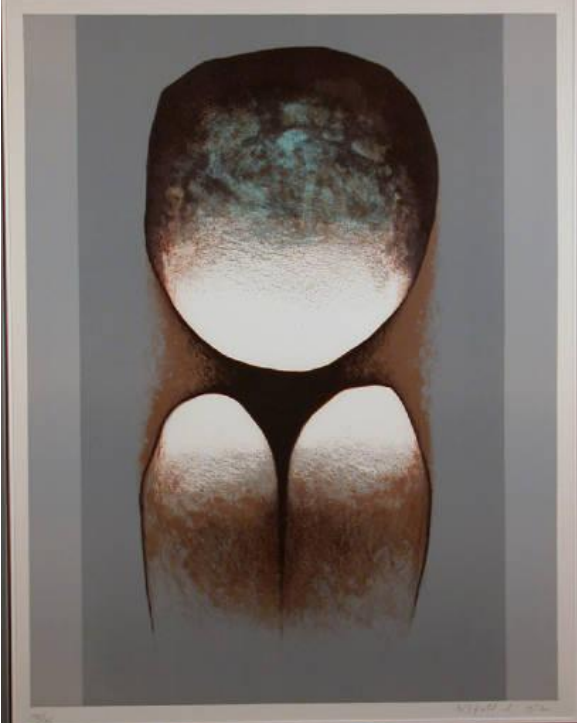


Vaughan Hennen
Pronouns: He, Him, His

COVID-19: I Could SCREAM

- Toxic work environment
 - Inappropriate questions from admin/faculty/staff
- Grief of COVID-19
- Re-opening with a small staff
 - More hours together
 - Higher risk for all workers
 - Job Creep & Burnout are higher factors
- Struggle to remain flexible
 - How does the library remain flexible and still look out for its small work staff?

Loneliness & Isolation



Witold K.
“Loneliness”

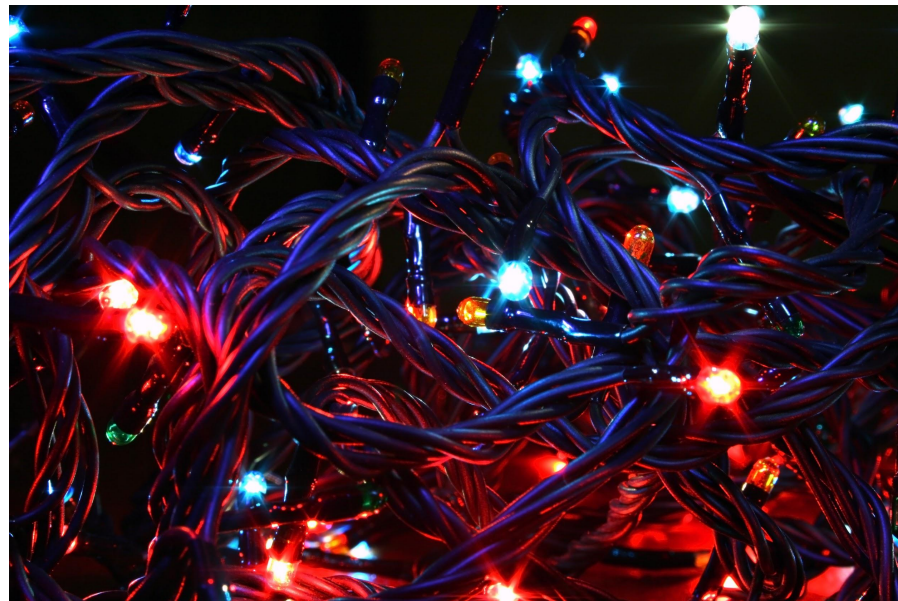
- Intellectual isolation on campus
- Intellectual isolation amid COVID-19
 - What will re-connecting with colleagues look like?
 - Challenges of library advocacy

Disconnection

Going back to work

Lack of choices for small &
rural libraries

Guilt and strange feeling of
disconnectedness



Discussion

- For those who work in small/rural libraries, how are you managing reopening? What have been your anxieties?
- Intellectual Isolation
 - How have folks coped with isolation, especially amid quarantine?
 - Intellectual isolation in rural areas
- Providing quality resources for arts faculty amidst lots of confusion
- How do you manage being disconnected?
- Do you have any best practices for mitigating stress?

Group Discussion - bit.ly/Prompts_HowWeFeel

Evan Schilling

- Are you able to be your whole self at work? Why or why not?
- How well do you know your LGBTQ+ and BIPOC colleagues personally?
- If you don't, have you asked why that might be?
- How do you know you are in a safe space?
- Has your library done anything to address retention of LGBTQ+ librarians, and/or those from other underrepresented communities?

Marianne R. Williams

- Supporting international students and colleagues
- DACA and Supreme Court Decision
- Partnering with support networks inside and outside of the University

Joan Jocson-Singh

- Moving cross country during a pandemic
- Taking on leadership

- Self care of library staff and librarians
- Looking critically at race and empowerment of staff

Diane Dias De Fazio

- Are you ready for your parent(s) to need your help? How would you handle a supervisee's request for parental leave?
- How does language used in our work culture affect our ability to work? How are you contributing to this?
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- What steps are you taking to be professionally fulfilled during COVID-19? What would you like to see?

Vaughan Hennen

- For those who work in small/rural libraries, how are you managing reopening? What have been your anxieties?
- Intellectual Isolation: How have folks coped with isolation, especially amid quarantine? Intellectual isolation in rural areas
- Providing quality resources for arts faculty amidst lots of confusion
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Survey and Additional Resources

Survey: https://bit.ly/Survey_HowWeFeel

Additional Resources: https://bit.ly/Reading_HowWeFeel

Thank you! Keep in touch!