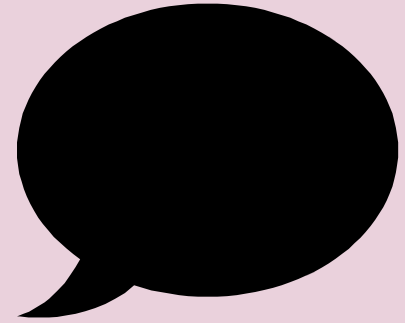


# **Turning missteps into stepping stones**

Personal and professional growth as an early  
career academic librarian

# Meet the Panel

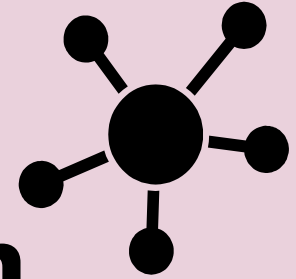


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# URL



<http://bit.ly/SteppingStones18>



# Themes We'll Expand On

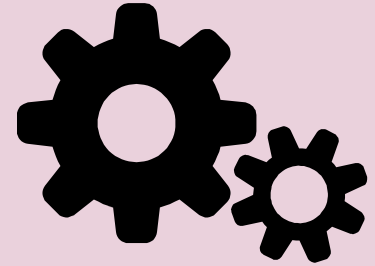
**Institutional Culture  
& Vocational Awe\***

\*(Ettarh, 2018)

**Ideas of  
"Professionalism" &  
Self Steering**

**Professional  
Development &  
Gendered  
Work/Emotional  
Labor**

# Solutions



## **Mentorship roles, peer mentoring, support groups**

There are various forms of mentoring and support, be aware so you can identify yours.

## **Reflective practice**

Think about the “why” of what we/you do & communicate your analysis.

## **Shifting concepts of working patterns**

Identify where your needs and the institution’s meet, make yourself a part of the equation to create change.

## **Unlearning behaviors & changing the conversation**

Challenge the notions of librarianship that lead to burnout and attrition.

## **Building strong communication skills**

Be clear and, where necessary, direct while also being adaptable to other channels of communication.

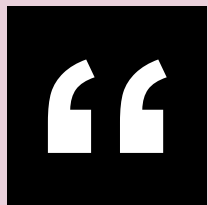
## **Allyship**

Always be considering what you can do to open this profession to diversity & inclusion while signal boosting others.

**The North Carolina Library Association's Roundtable for Ethnic Minority Concerns (REMCo) is excited to announce our May Culture Conversations with REMCo series. Join us for the following webinars:**

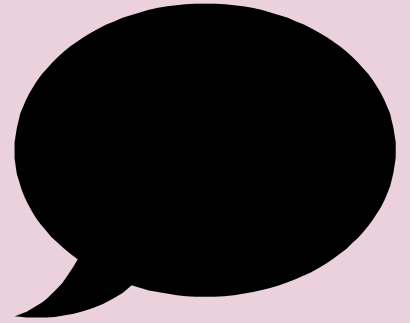
- Thursday, May 17 at 11:00 EDT: **What Are Microaggressions & Why Do They Matter in Our Workplaces: A Conversation with Endia Sowers Paige**
- Monday, May 21 at 11:00 am EDT: **Intro to African American Genealogy (Basic Genealogy I): A Conversation with Marcellaus A. Joiner**
- Thursday, May 24 at 1:00pm EDT: **Awareness and Actions Towards an Inclusive Organization: A Conversation with Nikhat Gouse**
- Thursday, May 31 at 2:00pm EDT: **Exploring (de)Authenticity: Impact on PoC; Implications for Practice-- A Conversation with Kaetrena Davis Kendrick**

**More information and links to register for the free webinars can be found [here](#). The webinars will be recorded and shared with registrants after the live event. Please contact [nc.remco@gmail.com](mailto:nc.remco@gmail.com) with questions.**



**We Here** is a supportive community/space for library and archive workers and library and information science students of color. Librarianship is ~87% white in the United States – we want you to know we here.

# Meet the Panel

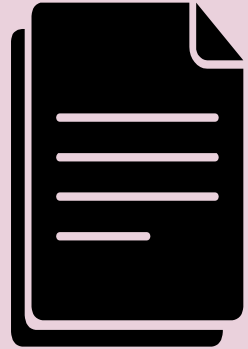


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# Bibliography



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