

2019

Ladd Looking Forward - the Remix

Krystie Wilfong

Bates College, kwilfong@bates.edu

Christina Bell

Bates College, cbell@bates.edu

Caitlin Lampman

Bates College, clampman@bates.edu

Laura Conforte

Bates College, lconfort@bates.edu

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Ladd Looking Forward: The Remix 2018-2019

Based on community feedback, the second year of Ladd Looking Forward operated on a new format and schedule. Based on success within the library, the program was expanded to include IT services and other staff offices were invited to sessions based on topic. Discussion sessions were more loosely structured as group response rather than by predetermined questions or prompts. Sessions were originally scheduled monthly then expanded to two options to attend so to include more staff.

- The activities offered are in three formats: a webinar and discussion, a reading circle and discussion, or a training session.
 - **Webinar and discussion session:** Webinar sessions may be watched as a group and include discussion or comprise just discussion after participants watch the assigned webinar independently. Any registration costs will be covered.
 - **Reading circle and discussion:** As in semesters past, a reading circle includes one or two readings chosen by the discussion facilitator.
 - **Training session:** Trainings open up opportunities for peer learning as staff are able to share specific skills, technology or software with their colleagues.

Ladd Looking Forward Coordinators:

Christina Bell, Krystie Wilfong, Caitlin Lampman, Laura Collard

August: Endnote Training session.

Endnote is the citation management software supported in Ladd Library. This training is intended to ensure all staff are familiar with the software and can answer student questions.

September: Webinar. Lift Every Voice: Library Morale <https://vimeo.com/281348220>

This webinar is based on the article *The Low Morale Experience of Academic Librarians: A Phenomenological Study* by Kaetrena Davis Kendrick

<https://www.tandfonline.com/doi/abs/10.1080/01930826.2017.1368325>

October: Training session. Archives 101: How to Search Archival Collections.

This training will focus on how archival collections are unique from other types of library collections and how to identify materials using a finding aid.

November: Documentary. *Paywall: The Business of Scholarship* <https://vimeo.com/273358286>

A documentary on the importance of open access, the creation of scholarship and the costs of publishing. Screening of the film and Q&A with producer Jason Schmitt.

December: Discussion session. Pat Looking Forward (and Backward).

A presentation by Pat Schoknecht on her first year as the Vice President of ILS.

Sessions in Winter 2019 will each center on various issues related to Equity, Diversity, and Inclusion (EDI). We added a “Word of the Month” to each event and put up flyers around the library to better inform our community of the work we are doing as librarians.

January: Webinar. Autistics in the Library: How Libraries Can More Effectively Serve Patrons and Employees on the Spectrum <https://guides.masslibsystem.org/autism>

A group viewing with staff from the Office of Accessible Education on serving patrons and staff on the autism spectrum in the library.

Word of the Month: Neurodiverse, Neurotypical, Neuroqueer

February: Reading circle. Residency Programs

Bates joined the ACRL Diversity Alliance in August 2018 and are developing a pilot residency program to begin in Summer 2019. This session will help staff understand the goals of the program and contribute to a culture of change.

- Alston, J.K. (2010). [Minerva’s first born: my experiences as UNCG’s first diversity resident librarian](#). *North Carolina Libraries*, 68(1), 14-16.
- Barrientos, Q. (2018) [Finishing up a Library Residency: my final thoughts](#). ACRLLog.
- Donaldson (2018). [Recruiting diverse librarians: Residency programs as an entry point to the academic librarian profession in the United States](#). *IFLA WLIC 2018*.
- Hu, S.S. and Patrick, D. E. (2006). [Our Experience as Minority Residents: benefits, drawbacks, and suggestions](#). *C&RL News*, 297-300.
- Pickens, C. and Coren, A.D. (2017) [Diversity Residency Programs: Strategies for a Collaborative Approach to Development](#). *Collaborative Librarianship*, 9(2), 104-108.

Word of the Month: Microaggression

March: Reading Circle. Campus Culture

This session will discuss how we identify and combat systemic inequality in libraries and higher education to create culturally competent organizations.

- Shorter-Gooden, K. (2013) [The culturally competent organization](#). *The Library Quarterly: Information, Community, Policy*, 83(3), 207-211. *JSTOR article
- Harper, S. (2012) [Race without Racism: How Higher Education Researchers Minimize Racist Institutional Norms](#). *The Review of Higher Education*, 36(1), 9-29. *ProjectMuse article

Word of the Month: Institutional Racism

April: Webinar. Decolonizing Descriptions: Finding, Naming and Changing the Relationship between Indigenous People, Libraries and Archives

<https://www.oclc.org/research/events/2017/10-17.html>

We will discuss how libraries are enacting decolonization principles, with the example of Canadian libraries examining subject headings and classification schemes as they relate to Indigenous people.

Word of the Month: Decolonization

June: Maine Academic Libraries Day. Wednesday, June 12th, Colby College.

Bates Library staff will attend the annual event: <https://www.mainelibraries.org/event-3402463>