

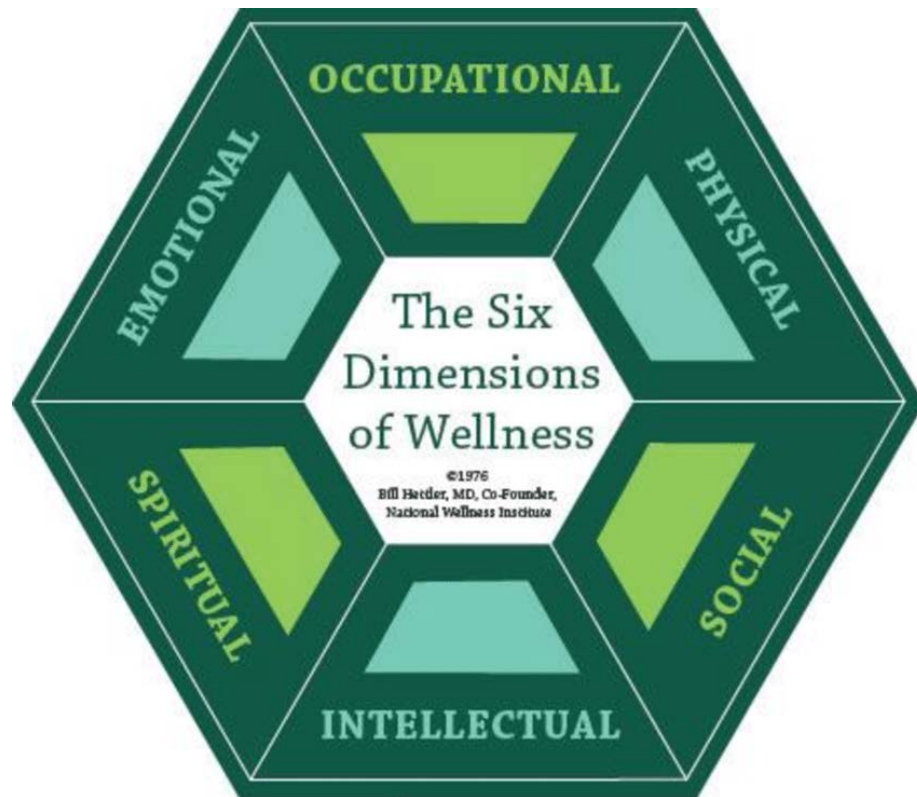


Redefining the Wellness Wheel for Librarians of Color

Amanda M. Leftwich, MSLS



Dimensions of Wellness?

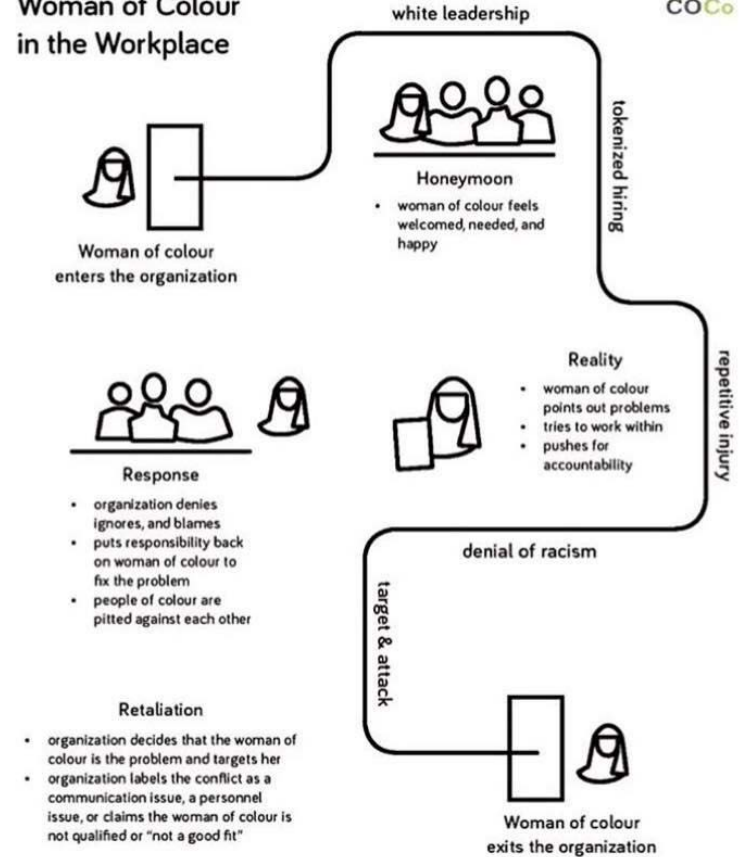




Barriers for PoCs

- 89% Percent *Hemmings & Evans 2018*
- 1% (*Riley-Reid 2017*)
- Honeymoon period aka “Let’s take a picture”!

The “Problem” Woman of Colour in the Workplace



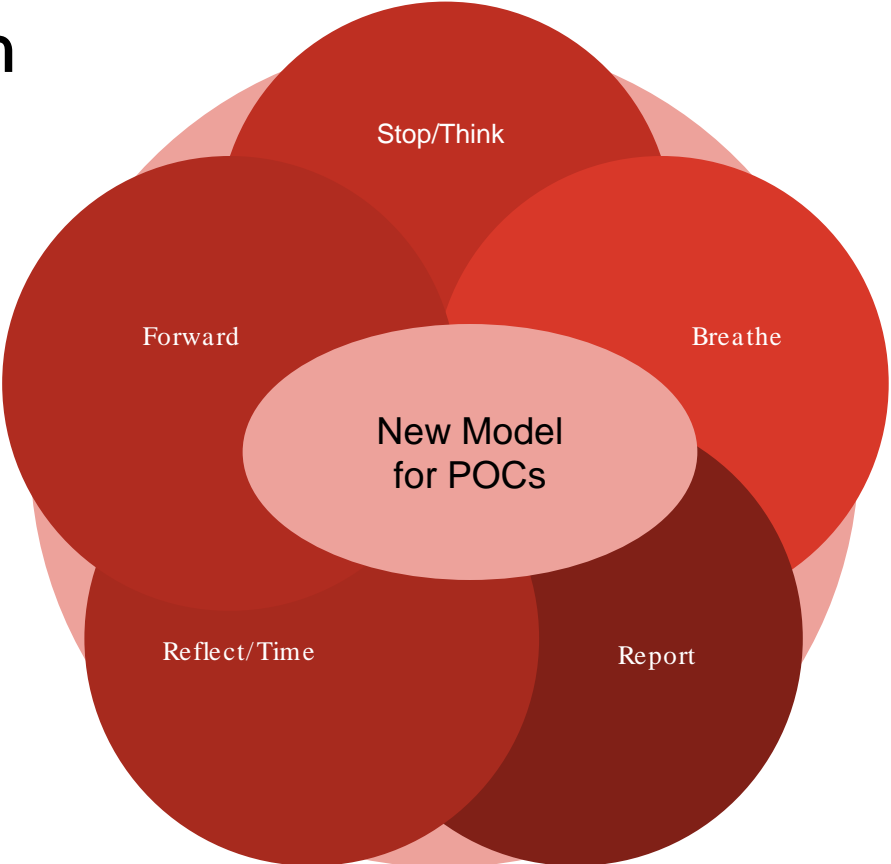


Barriers lead to....

- “Participants reported a continuance of the trigger event emotional responses plus beginning to feel deeper negative states of frustration, hopelessness, powerlessness, anxiety, disillusion, stagnancy (feeling “stuck”), fear, apathy, and depression” (*DavisKendrick, The Low Morale Experience Academic Librarians: A Phenomenological Study 2017*)
- “Racial discrimination, even in the most subtle form in the workplace, can affect the job satisfaction of those persons discriminated against” (*Thornton, African American Female Librarians: A Study of Job Satisfaction, 2001*)
- Emotional tax and being on guard (*Catalyst Report, 2018*)



Recommendation



Questions?

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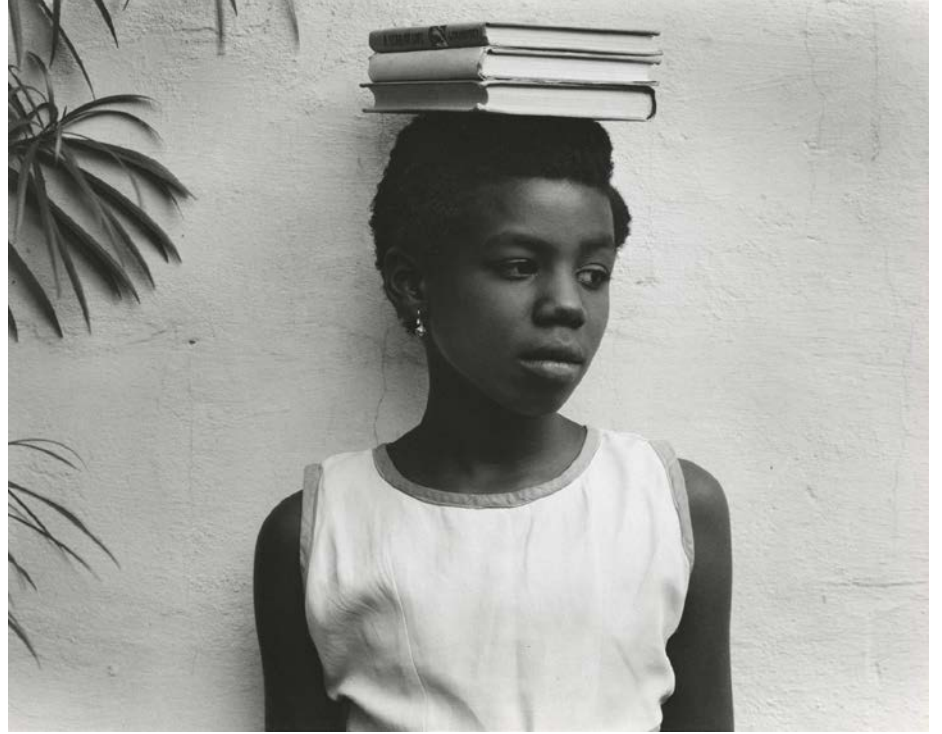


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Philadelphia Museum of Art. The Paul Strand
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Citations

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Image Credit: Center for Community Organizations and 鄧欣正 (Emily Yee Clare)

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