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POC in LIS Summit 2021 Impact Report

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Impact Report

POC in LIS

Summit 2021

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Aisha Conner-Gaten, Glendale Community College
Jennifer Masunaga, California State University, Los Angeles
Jesse Young, Loyola Marymount University

Mission

The mission of POC in LIS Summit is to create a productive and brave space for people of color, especially women and marginalized identities, working in the information sector. Individuals will have the opportunity to explore their work in LIS and their intersecting identities as POC+. This summit invites participants to challenge their roles and actions as information workers and aims to collectively establish rules of engagement and discourse. We acknowledge that dominant narratives may be disrupted. This space is created to support the research of POC librarians and create a network of POC information workers for future collaboration and self-care.

Goals

- ▶ Contribute to the retention of POC in LIS through community building.
- ▶ Increase skill development in research, methods, and professional praxis.
- ▶ Provide a virtual space for sharing research interests and building research support systems.
- ▶ Increase awareness of collegiality as self-care and wellness.
- ▶ Provide students and paraprofessionals with opportunities to present in a professional and supportive setting.

POC in LIS Summit During the Pandemic

Originally scheduled for 2020, the POC in LIS Summit was delayed due to the COVID-19 Pandemic and transformed into a virtual conference. The virtual space allowed for increased diversity by geographic location, little to no paper footprint (in terms of signage and materials), as well as the ability to maintain free registration without the necessity of food or travel. To counteract the reduction of community building and peer networking that organically occurs in in-person events, the summit organizers re-evaluated content specifically for online delivery. Zoom / remote work fatigue and increasing competition from similar online events was also considered. Additional attention was paid to facilitate virtual rooms and time between sessions for stretching, breaks, and conversation. The online summit shifted expenses to supporting our presenters and their labor, specifically paying honorariums and addressing the digital divide. Overall, the 2021 POC in LIS Summit provided a counterspace for colleagues and workers surviving a disastrous year with little to no opportunities for professional development and social growth.

Check out POC in LIS Summit at digitalcommons.lmu.edu/pocinlis/

I haven't felt so good at a conference in a very long time. I felt supported and validated from listening and participating at sessions. It's powerful to get a clear sense that I am not alone in my experiences and struggles and also that there are ways to get more practical insight and support from wonderful places like the POCinLIS."

THRIVING TOGETHER:

Strengthening Our Identities through Community

The theme, *Thriving Together*, centers on uplifting each other through community. As POC, our identities intersect in our work as we engage with systems of oppression within and outside of institutions. How can POC in LIS join together to create strong, diverse, and beautiful communities, online and in person? The 2021 POC in LIS Summit's program included:

Activism / Community Building

- ▶ Community-Driven Archives: BIPOC & LGBTQ Solidarity & Power, Jessica Salow, Nancy Godoy, and Alexander Soto
- ▶ Connecting Academic and Public Libraries for Future POC in LIS: Discussion of a Partnership Between the Los Angeles Public Library and Loyola Marymount University's William H. Hannon Library, Ray Andrade and Jené Brown
- ▶ Creating POC-Spaces in Community Archives and Public Programming, Jo-Ann Wong and Obden Mondésir
- ▶ Imagining Trauma-Informed Care in Libraries, Nisha Mody
- ▶ Menstrual Equity for \$22 a Month: How One Health Sciences Librarian Brought Free Menstrual Products to an Entire University, Donna Baluchi
- ▶ Publish, Reclaim, Disrupt: up//root & WOC+Lib Talk Knowledge-making in LIS, Joyce Gabiola, Megdi Abebe, Sofia Leung, Jorge López-McKnight, Kristina Santiago, Jaena Rae Cabrera, Juanita Thacker, and LaQuanda Onyemeh

Critical Analysis of Diversity, Equity, Inclusion, and Accessibility (DEIA)

- ▶ Diversity at Scale: The Necessity of Integrating Social Justice into Technical Development, Jackson Huang
- ▶ Espacios de Confianza: Disrupting Power Imbalances within the Residency Experience, Jessica Dai, Sheila Garcia Mazari, Kenya Flash, and Twanna Hodge
- ▶ Sharing Expertise, Stories: Library and Information Science (LIS) Intersections in a Summer Science Internship Program, Rebecca Orozco, L. Marie Avila, Carrie Cornelius, and Doris Watts
- ▶ The Ambivalence of Librarianship, the Pipeline, and Pathways for BIPOC, Tarida Anantachai, Camille Chesley, Kenya Flash, and Jamia Williams

Mentorship

- ▶ Designing Better Mentoring Experiences for BIPOC Librarians: Creating a "Constellation" of Mentors through Self-Advocacy, Michele Santamaría and Calida Barboza
- ▶ POC in LIS Cohorts, Aidy Weeks, Ruby Nugent, Melanie Dixson, Niki Kirkpatrick, and Mayra Corn
- ▶ The Lived Experiences of (BI)POC Women Academic Library Dean/Administrators, Valeria Molteni, Eileen K. Bosch, Lori Harris, and Pearl Ly
- ▶ Thriving with Peer-to-Peer (P2P) Mentoring: Strengthening Leadership, Promoting Advancement, and Uplifting POC in LIS, L. Marie Avila and Letha E. Johnson

Self-Care

- ▶ Parenting in a Pandemic: Surviving the Perfect Storm of Social Injustice, Parenting, and a Pandemic in Librarianship, Alanna Aiko Moore, Michelle McKinney, and Charlotte Roh
- ▶ Good Gossip: Spreading the Word to Protect Each Other, Nimisha Bhat

View the 2021 POC in LIS Summit abstracts at <https://digitalcommons.lmu.edu/pocinlis/2021/>

Statewide California Electronic Library Consortium Project Initiatives Grant

Statewide California Electronic Library Consortium (SCELC) Project Initiatives Fund supported POC in LIS Summit. Through the grant, POC in LIS Summit outlined and accomplished the following goals.

Goal 1: Create a collaborative and brave space for developing collaborations and research

10.3% of attendees found collaborators for a future project or research and 35.3% created a network of colleagues in LIS.

Goal 2: Provide practical professional development skills and strategies for information workers

57.4% of attendees learned or practiced a new skill based on summit presentations and 51.5% explored emerging trends in LIS.

Goal 3: Highlight the voices and perspectives of emerging professionals in the field such as MS students, PhD students, non-academic librarians, and non-librarian staff via conference attendance

Presenters: 83.3% academic librarians, 4.8% public librarians, 2.4% special librarians, and 9.5% other

Attendees: 64.8% academic librarians, 20.5% public librarians, 6.6% special librarians, and 8.2% other

Attendees represented 16 SCELC Institutions including:

- ▶ Bowman Library, Menlo College
- ▶ California Institute of Technology
- ▶ California State University, East Bay
- ▶ California State University, Los Angeles
- ▶ California State University, San Marcos
- ▶ Emory University
- ▶ Loyola Marymount University
- ▶ San Diego State University
- ▶ San Jose State University
- ▶ University of California, San Diego
- ▶ University of Denver
- ▶ University of Houston
- ▶ University of Nevada, Las Vegas
- ▶ University of San Francisco
- ▶ University of Southern California
- ▶ Woodbury University

Goal 4: Highlight critical analysis of diversity and inclusion in services and collections

There was an increase in participation via the call for proposals and presentations on diversity and inclusion. The addition of “services and collections” under the Critical Analysis of Diversity and Inclusion track in the call for proposals provided an opportunity for submissions.

Attendee Feedback

- ▶ Select comments:

The sessions seemed to be selected with intention and care, and although they flowed together and worked together, I did not feel as if every session was the same which I often see at library conferences.

Amazing, the in person is amazing but Zoom was great alternative Tks for doing it.

This summit was great, I learned so much and will be looking forward to the next one!

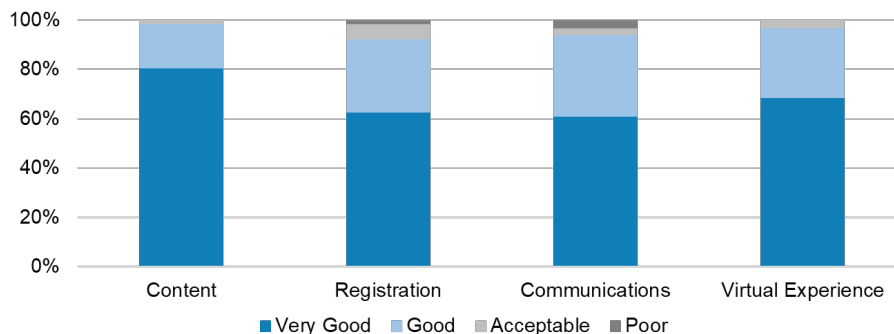
I deeply appreciate this labor of love. It's one conference I look forward to every year.

Best virtual event I've attended since the start of the pandemic!

54.8% response rate on POC in LIS Summit feedback form.

- ▶ 98% of respondent attendees rated the summit content good or very good.
- ▶ 97% of respondent attendees rated the virtual experience as good or very good.
- ▶ Respondent attendees' favorite session was *Good Gossip: Spreading the Word to Protect Each Other* (31.3%).

SUMMIT RATINGS



Top 3 Reasons for Attending



Content

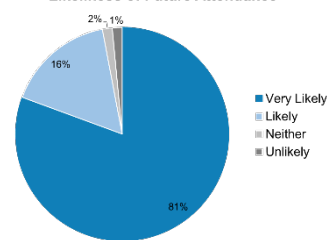


Networking



Personal Growth & Development

Likelihood of Future Attendance



Summit Summary

The POC in LIS Summit was a well-organized and impactful event featuring:

- ▶ 16 sessions with 1 special library presenter, 35 academic librarians, 2 public librarians, and 4 library deans.
- ▶ Respondent attendees learned about self-care practices and wellness (64.2%), created a network of colleagues in LIS (35.8%), learned or practiced a new skill (58.2%), explored an emerging trend in LIS work (52.2%), and found collaborators for a project or research (10.4%).
- ▶ More insitutional representation than the 2018 Summit.
- ▶ More space for presenters and topics essential to professional and personal growth.
- ▶ Interactive element with workshop session.

LEARN MORE ABOUT POC IN LIS SUMMIT

Blas, N., Conner-Gaten, A., Deras, R., & Young, J. (2019). Empowering collaborations and creating brave spaces: People of Color in Library and Information Science Summit. *College & Research Libraries News*, 80(5), 270-273. <https://doi.org/10.5860/crln.80.5.270>

Blas, N., Conner-Gaten, A., & Young, J. (2019, May 31). *Creating brave spaces: The POC Summit as community building* [Conference presentation]. California Academic & Research Libraries – Diversity in Academic Libraries Interest Group Spring Program, Los Angeles, CA. https://digitalcommons.lmu.edu/librarian_pubs/116

Blas, N., Galoozis, E., Halpern, R., Jones, K., Pierce, S., & Versluis, A. (2019, April). *Reconceptualizing the conference experience: Employing grassroots efforts in conference planning to promote inclusivity and accessibility* [Panel presentation]. Association of College & Research Libraries 2019 Conference, Cleveland, OH.

LibVoices. (2020, August 10). Episode 6: Nataly Blas & Jennifer Masunaga on communities of practice and mentorship. <https://anchor.fm/libvoices/episodes/Episode-6-Nataly-Blas--Jennifer-Masunaga-on-Communities-of-Practice-and-Mentorship-egg5n8/a-a2ppa47>

Masunaga, J., Young, J., Conner-Gaten, A., & Blas, N. (Forthcoming 2022) Community-building, empowering voices and brave spaces through LIS professional conferences. In A. Brissett & D. Moronta (Eds.), *Practicing social justice in libraries*. Routledge.

Organizers

Nataly Blas, Collection Development Librarian

Nataly is a latinx librarian, first-generation student, and coffee enthusiast. She is interested in mentorship, issues of equity and access in libraries, and women in leadership. When not working with Leo the kitten on her lap, Nataly can be found trying a new local restaurant or biking the marina.

Aisha Conner-Gaten, Instructional Design Librarian

Aisha, she/her/hers, is an information worker thriving in Los Angeles. Her work focuses on inclusive instructional design, antiracism in the library and pedagogy, and the role of librarians as social justice accomplices. When she is not at the reference desk, you can find her reading romance or playing tennis. You can follow her and her library quips on Twitter @Aisha_CG.

Jennifer Masunaga, Reference & Instruction Librarian

Jennifer is a Mexicanese (Mexican American and Japanese American) LA Native and an Instruction and Reference Librarian. Her research interests include diversity in librarianship, Library UX and assessment and fake news and misinformation. When not at work, Jenn can be found prepping for the next disaster with CERT-LA or watching her toddler, both of which use the same skill set.

Jessea Young, Scholarly Communications Librarian

Within the library profession, Jessea focuses on bridging community with academic resources and digital preservation skills. After earning her MA in Asian American Studies at UCLA, she finds herself thinking about the intersections of Asian American Studies, pop culture and the worldwide web. Outside of academia, Jessea can be found eating ice cream with her dog, Neville.