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## Identity Politics: The Weightiness of Black Womanhood in LIS

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# Identity Politics

**The Weightiness of Black Womanhood in LIS**

**Presented at the 11<sup>th</sup> National Conference of African  
American Librarians**

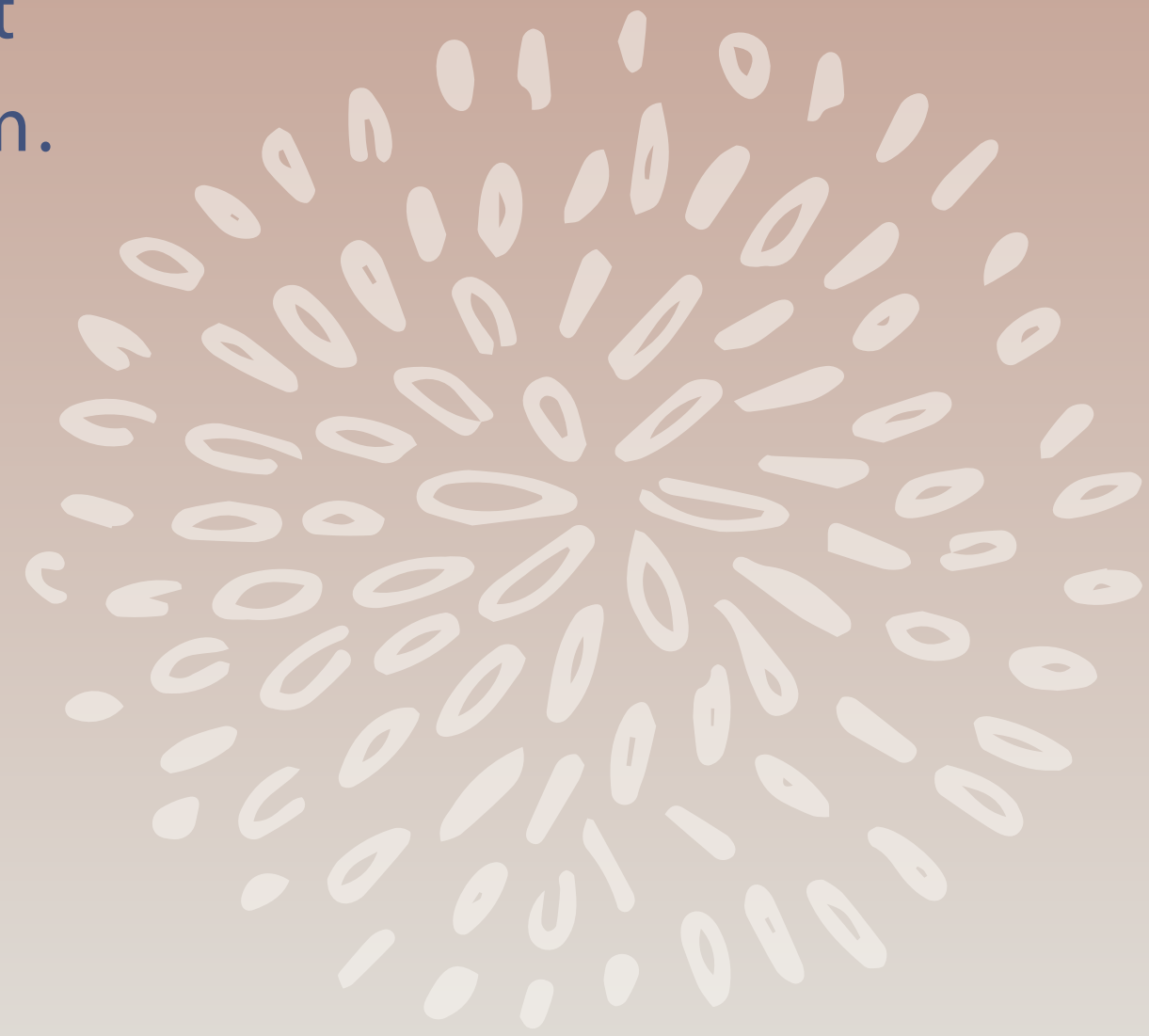
# Presenters



- **Vivian Bynoe, M.L.I.S**  
Georgia Southern University
- **Kay Coates, PMC, MILS**  
Georgia Southern University
- **Brittani Sterling, MS, MLS**  
University of Las Vegas Nevada
- **Dylitchrous Thompson, MA.Ed , MLIS**  
Independent Librarian

# Group A agreements

- What's said in this space stays in this space.
- Discuss ideas and thoughts, not the person/people sharing them.
- Take risks and encourage others to do the same.
- Make space, take space.
- Others?



# Learning Outcomes

1

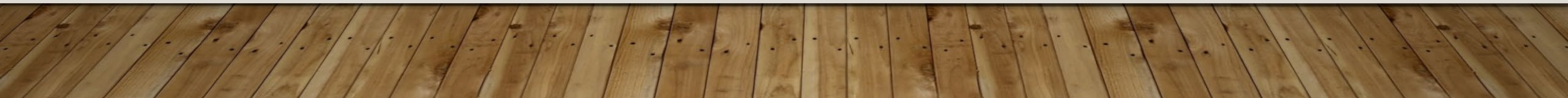
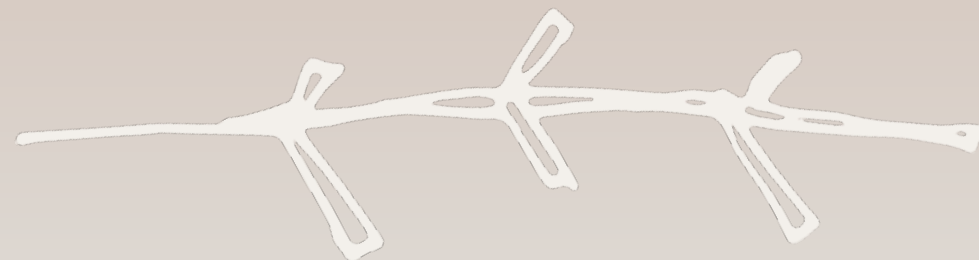
Learn about the juxtapositions of inhabiting the librarian role as it relates to Black womanhood.

2

Understand the significance of Kimberle Crenshaw's work on structural intersectionality as it pertains to experiences of Black women.

3

Examine different definitions of value based on the identities we inhabit and how it is different for Black women.



# Today's Conversation

- What does the literature say?
- Panel Discussion Q&A.
- How do we move forward?
- Questions for the audience.



# Overview: Literature/Theory



# Intersectionality

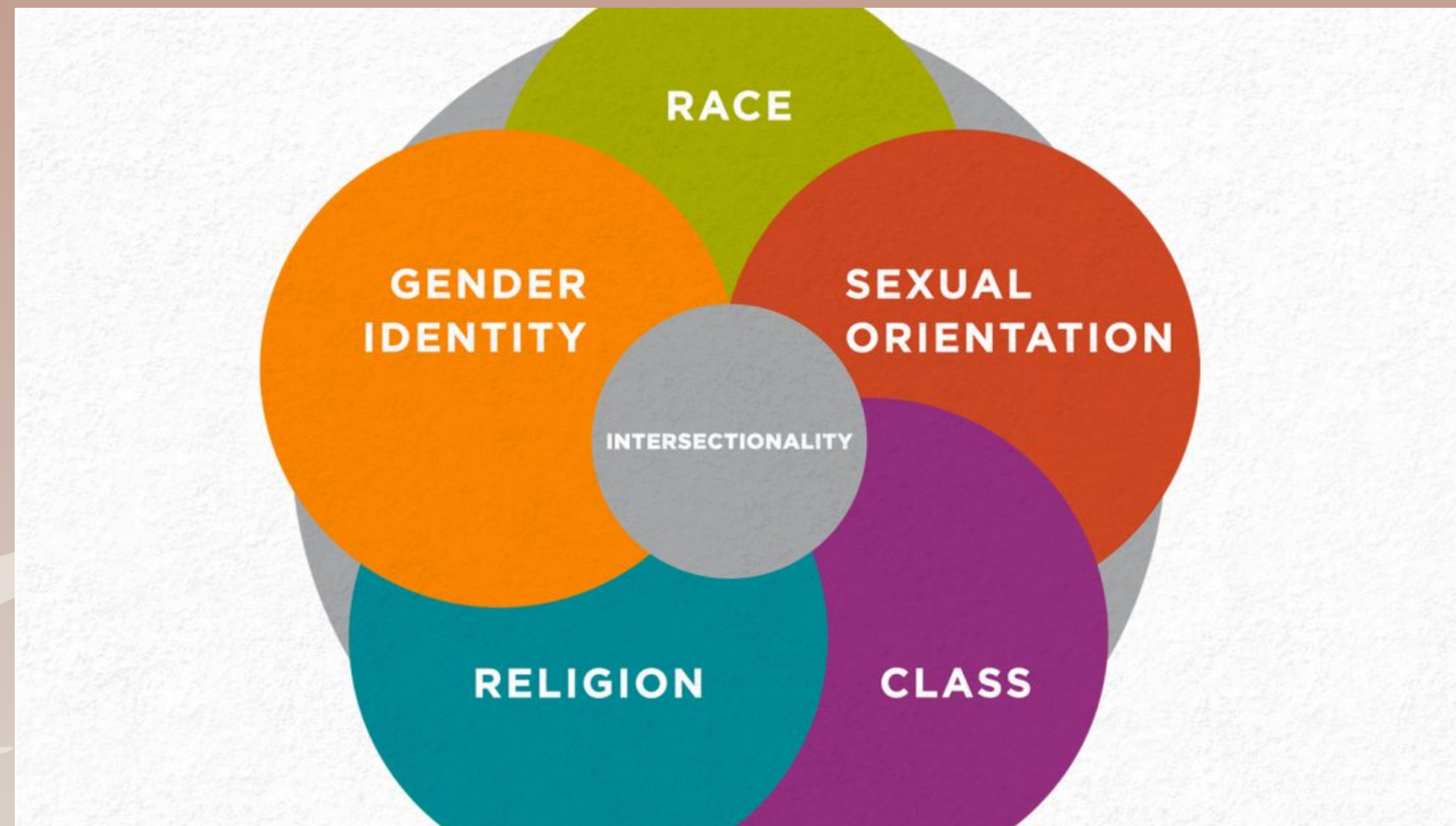
**What is it?**

**Who created it?**

**Does it mean, what you think it means?**

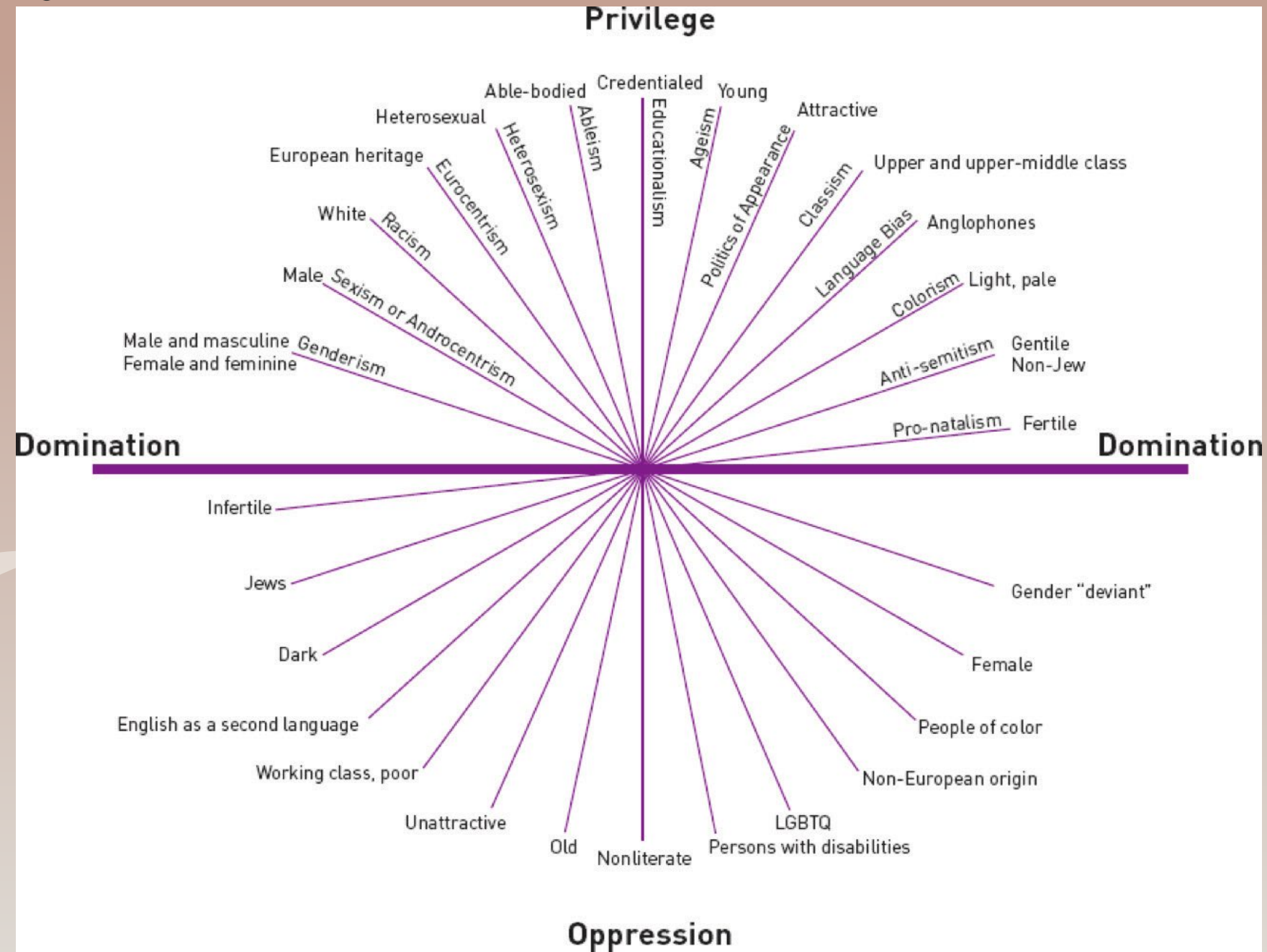


# How We're Taught to Understand Intersectionality



# What intersectionality was actually intended to address

Diagram 1

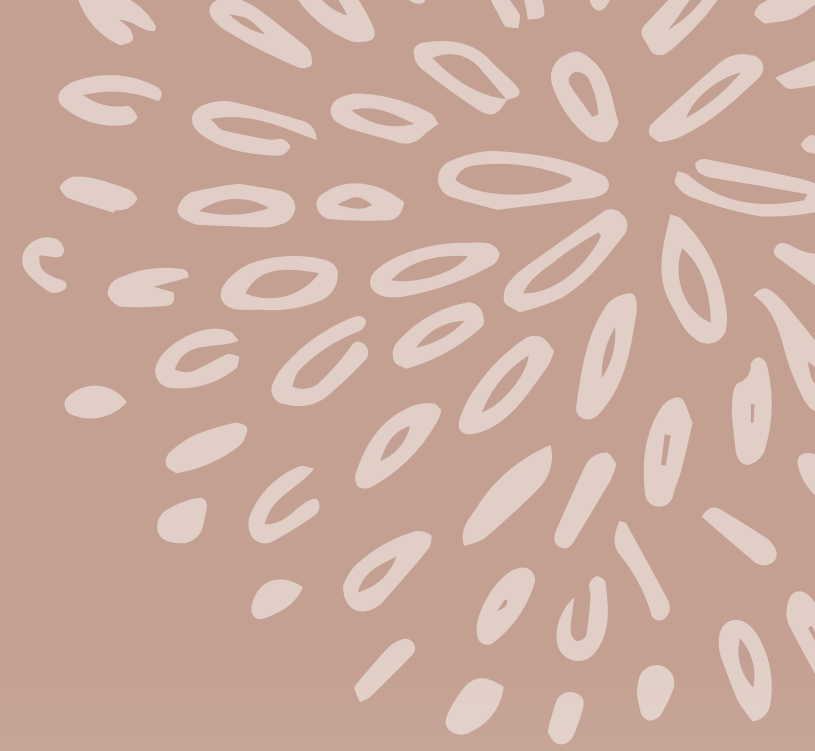


# Examples Of How Intersectionality Affects Black Women in LIS

- The Myth of Achievable Excellence
- The 125% Rule
- Gig/Shift Work Inequities
- Balancing Professional and Personal Life
- The Forever Interim Role
- All Skinfolk Ain't Kinfolk Cautions  
and many more...

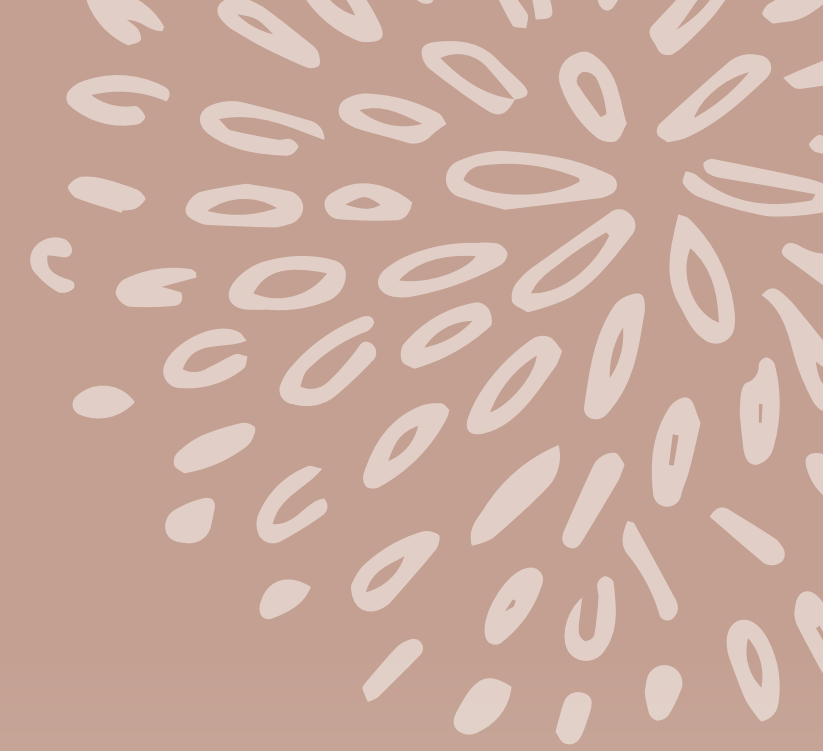
# Q & A

What are some barriers to entry in the field?  
(Public, Academic, Special Library)



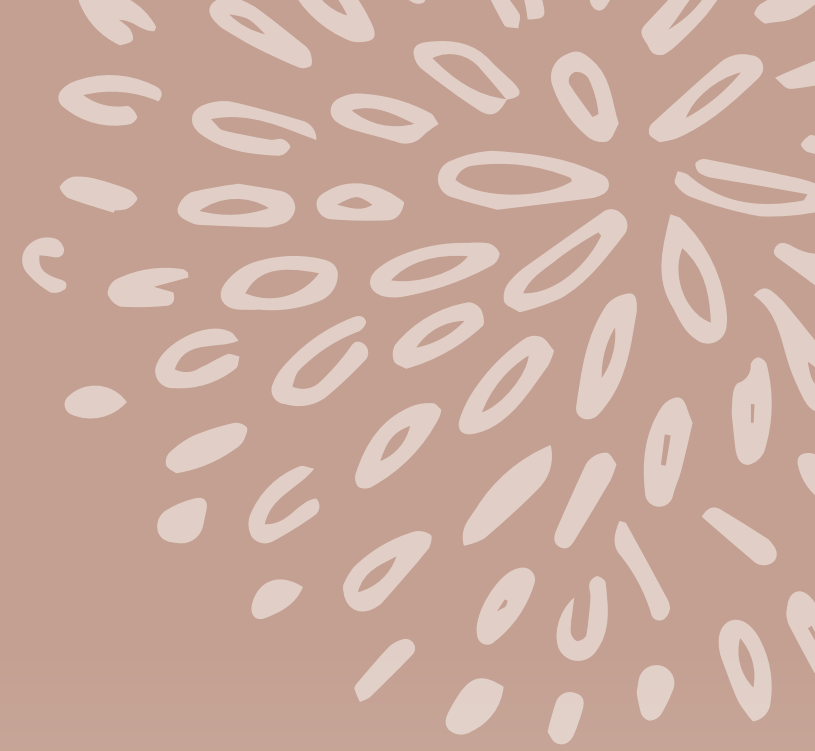
# Q & A

How is obtaining tenure successfully different for Black Women?



# Q & A

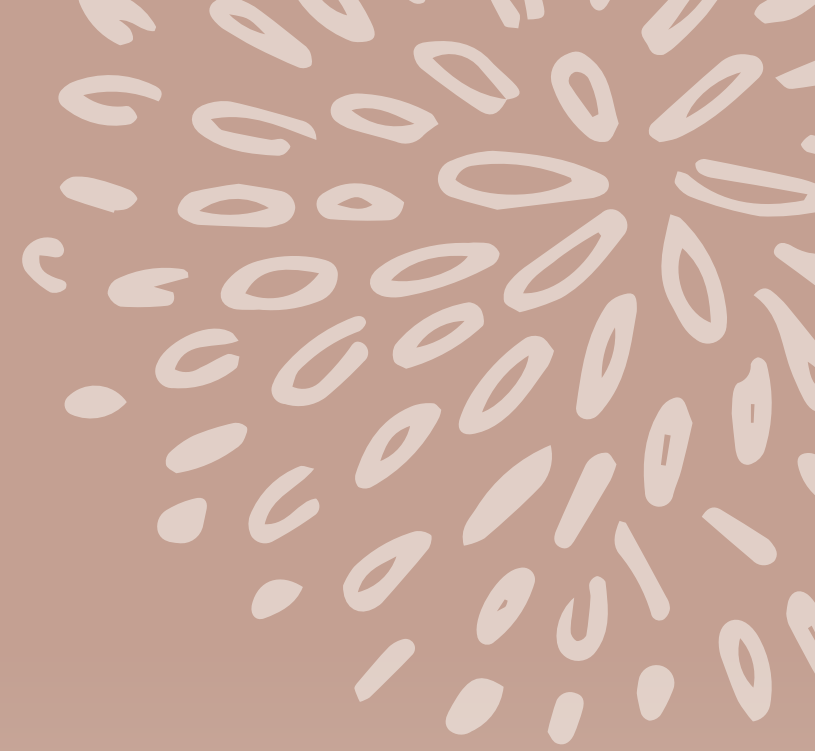
Are promotions created equal?



# Q & A

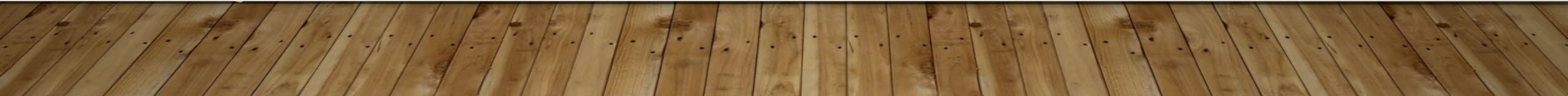
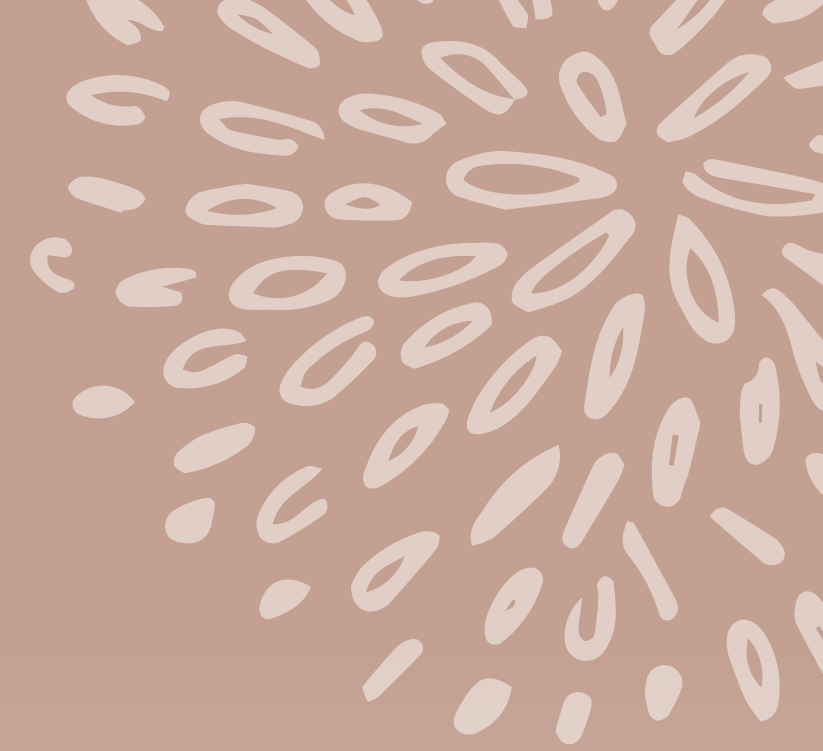
What is your experience with short term opportunities and their meaning in your career?

What considerations do you think about when approaching an opportunity?



# Q & A

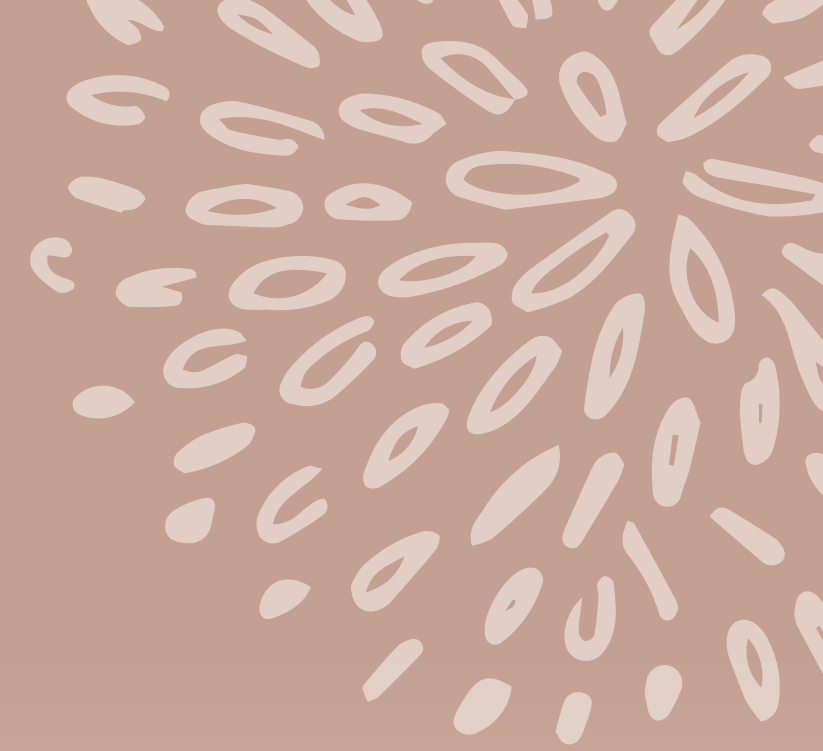
In what ways have you had to create your own opportunities when trying to go the traditional route didn't work?





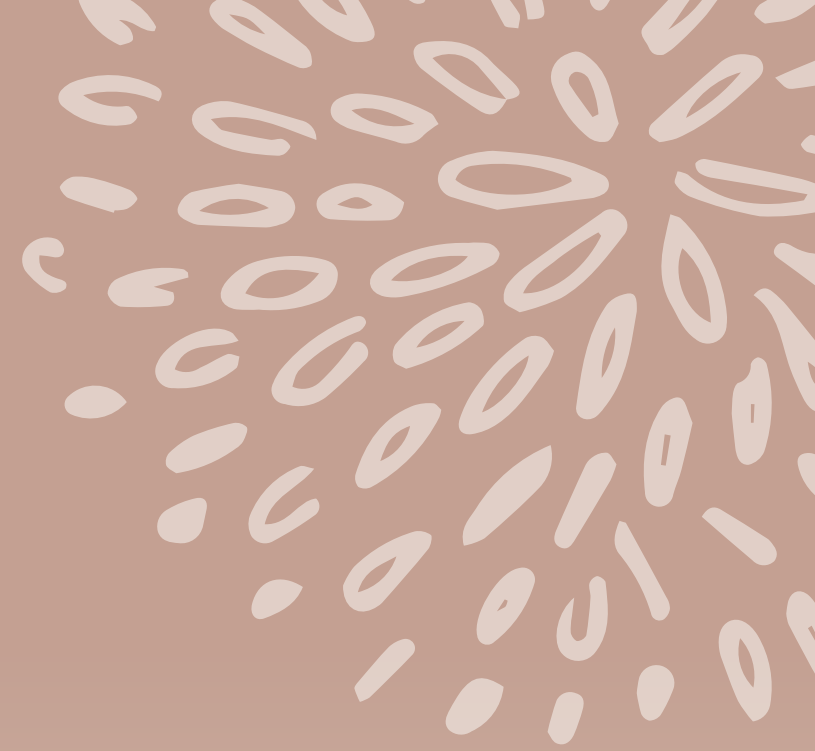
# Q & A

How has the weightiness of your identity played out in how you're asked, if you're asked, to take on projects or respond to crises?



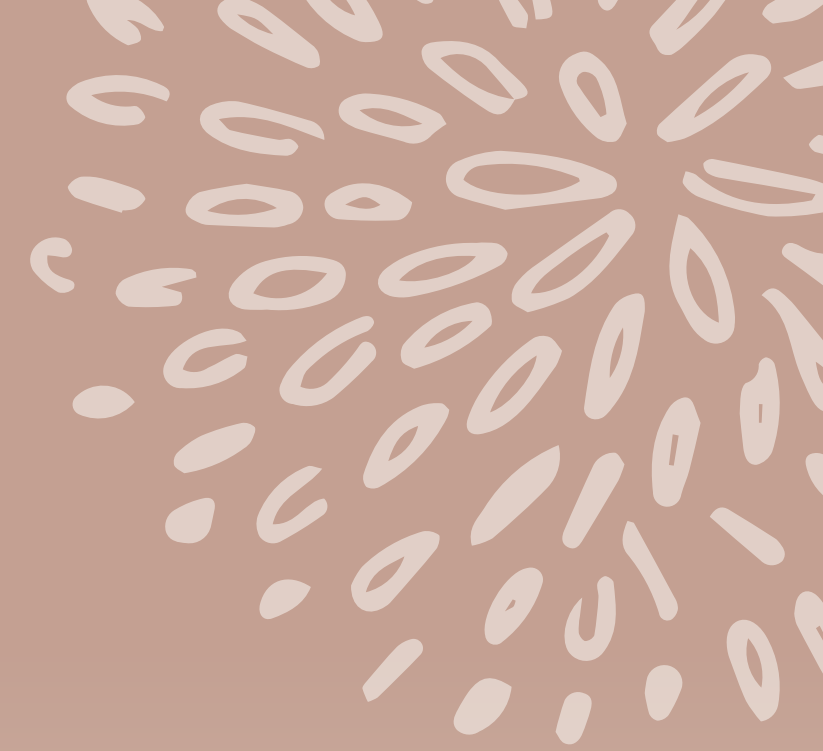
# Q & A

How is pursuit of leadership complicated when you are a Black woman? What about during the pandemic?



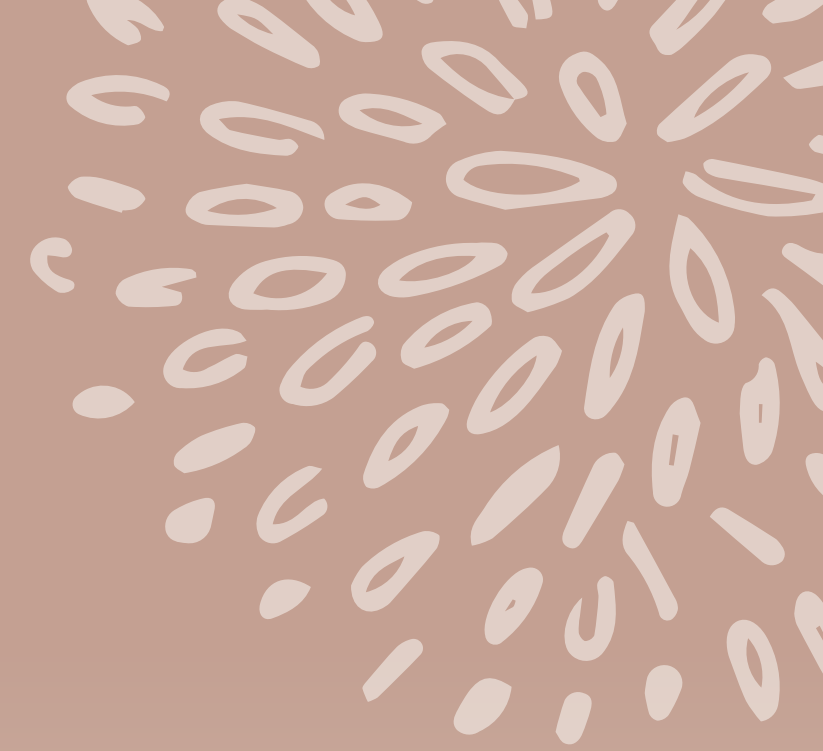
# Q & A

A complaint, request, or observation: Are you allowed to make the latter without it being perceived as the first?



# Q & A

Even when you feel secure in learning the rules, what do you do when you realize that not only the rules have changed, but the whole board is shifting?



# Resources



# How do we move forward?



Build Bridges

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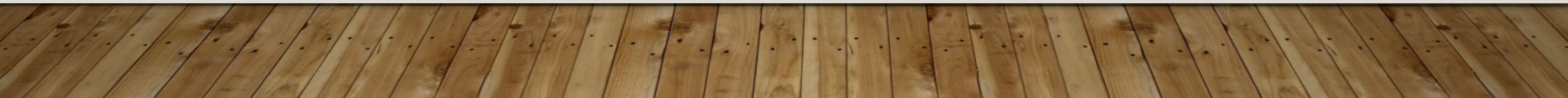
Encourage & Support

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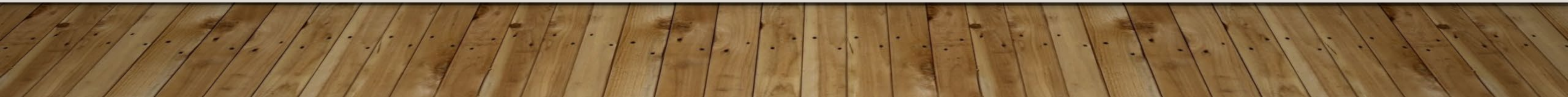
Practice Self Care

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# Bridge Building Within LIS

- Engage in professional mentorships & sponsorships
- Identify and share networking opportunities
- Share information, best practices, tools, and tips

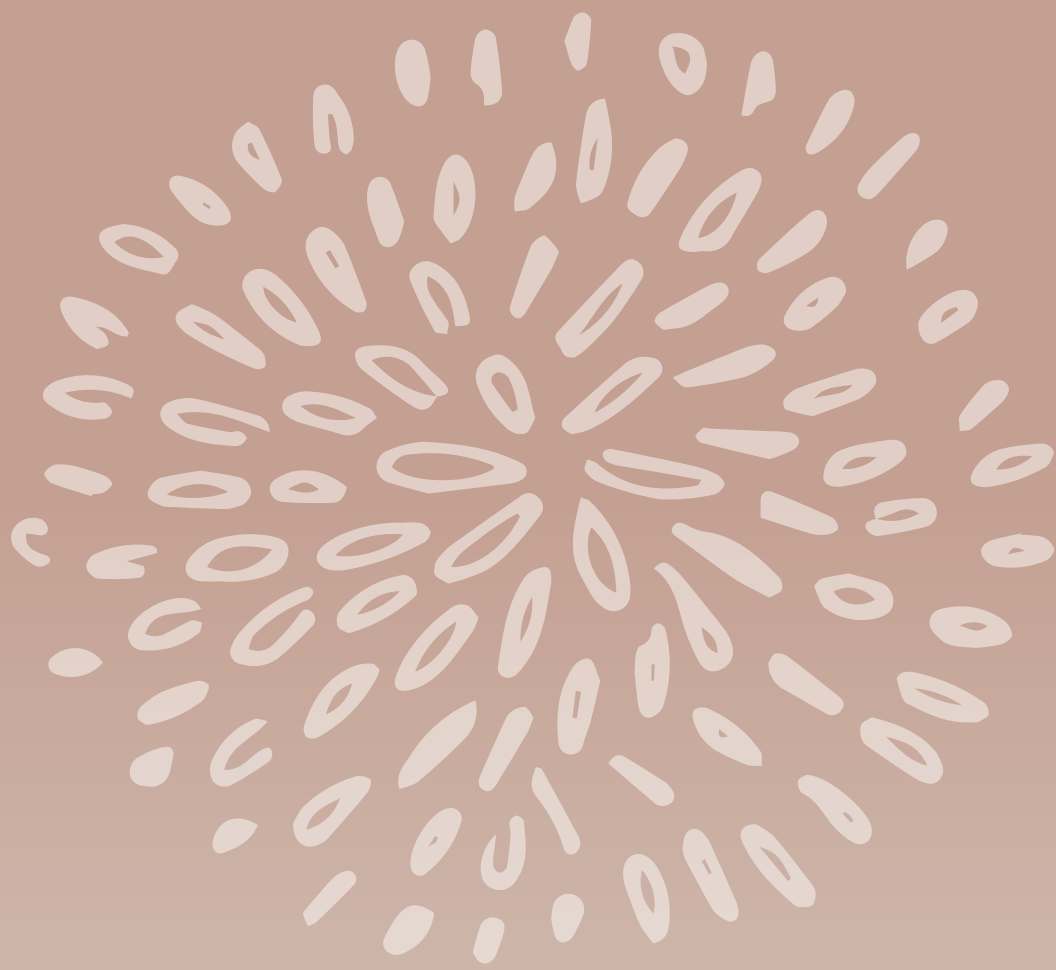


# Bridge Building Within LIS

- Recruit more African American and BIPOC into LIS programs
- Help shape hiring practices related to recruitment and retention
- Advocate for equitable salaries



# Encouragement & Support



- Professional library organizations
- African American professional organizations
- Support Black scholarship

# Practice Self Care

Guard Your Health & Wellness



Know Your Bandwidth

Choose Your Battles



# Questions for the Audience

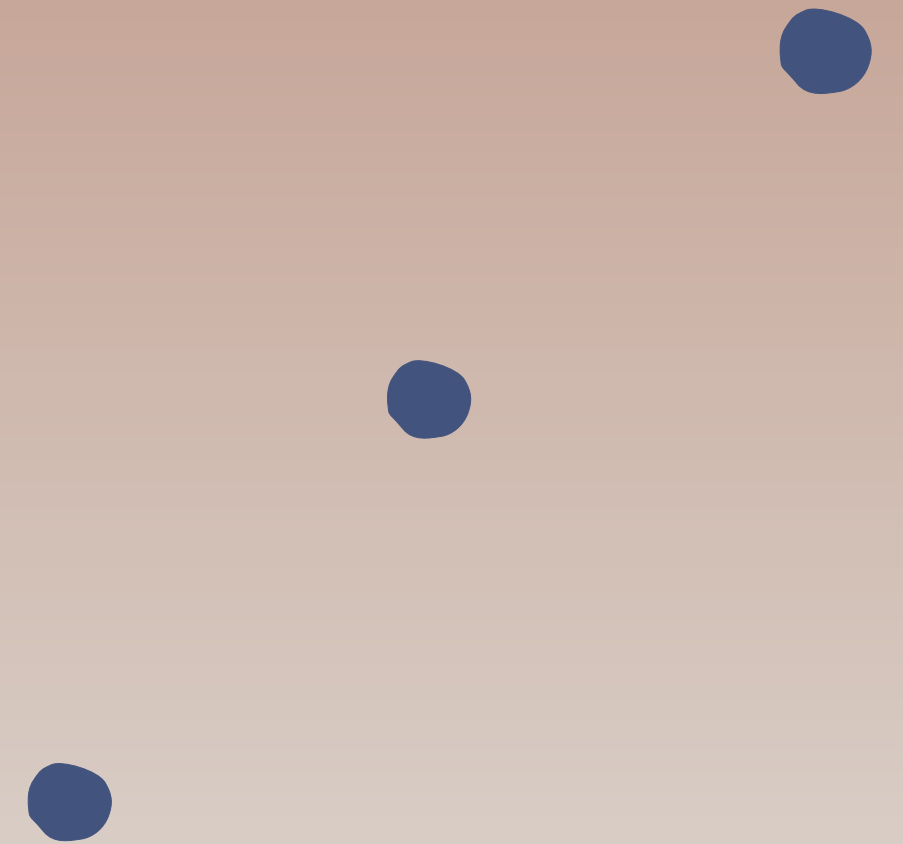


<https://bit.ly/34dkv3R>



# Resources Handout

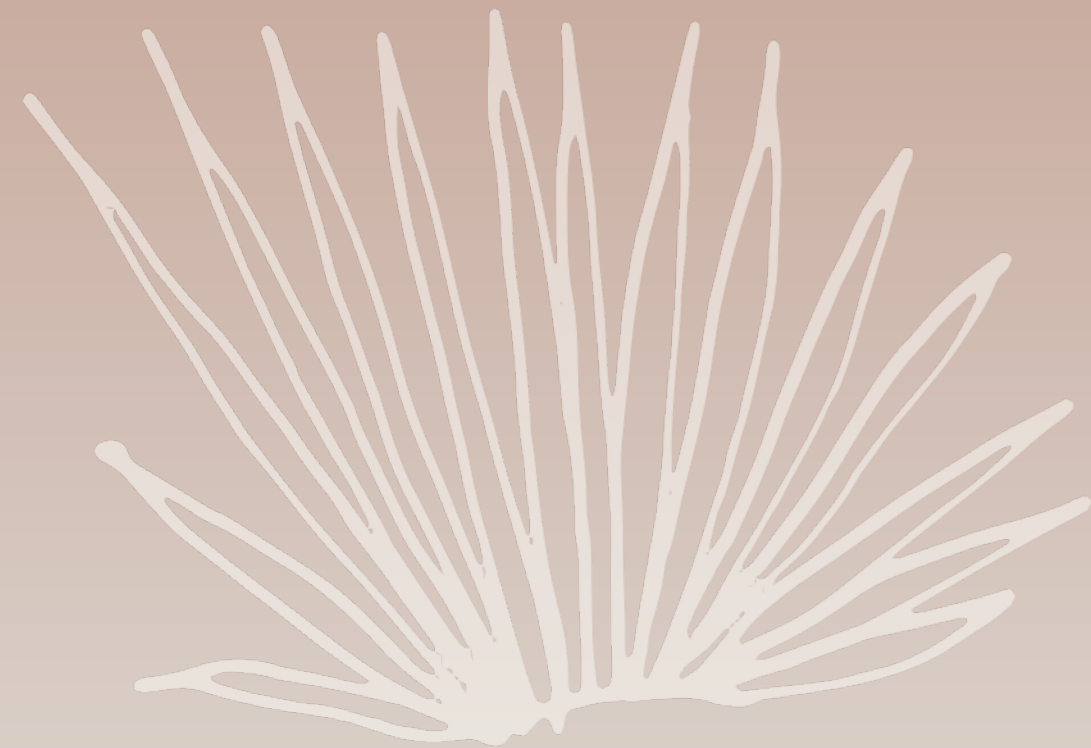
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