

Redefining the Wellness Wheel for Librarians of Color

Amanda M. Leftwich, MSLS



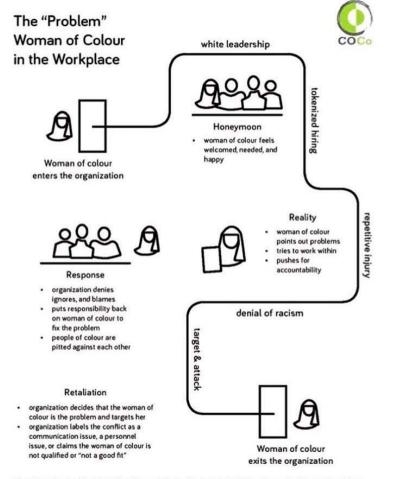
Dimensions of Wellness?





Barriers for PoCs

- 89% Percent Hemmings & Evans 201/8
- 1% (*Riley-Reid 201*)7
- Honeymoon period aka "Let's take a picture"!



Adapted from "The Chronicle of the Problem Woman of Color in a Non-Profit by the Safehouse Progressive Alliance for Nonviolence

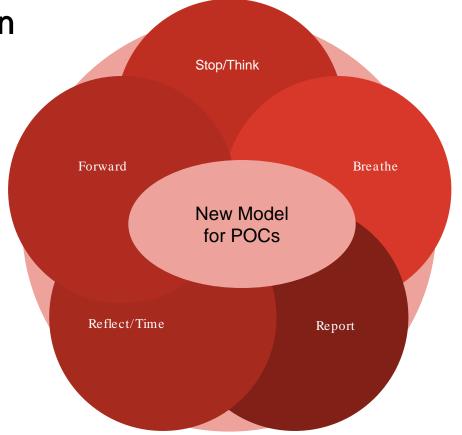


Barriers lead to....

- "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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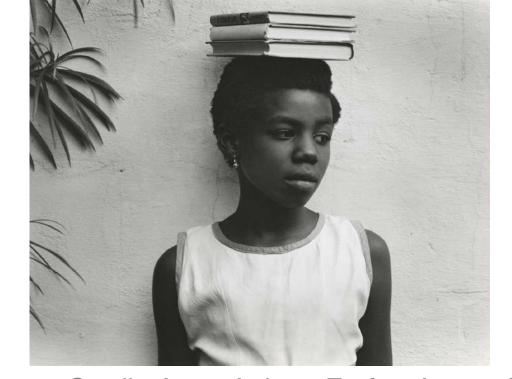


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Citations

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