Redefining the Wellness Wheel for Librarians of Color

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Dimensions of Wellness?

The Six Dimensions of Wellness

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Barriers for PoCs

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

New Model for POCs

Stop/Think
Forward
Reflect/Time
Breathe
Report
Questions?

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Citations


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