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## People of Color in Library and Information Science Impact Report

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## 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 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

## Topic Summary

The POC in LIS Summit covered topics ranging from cultural issues in LIS to retention and tenure. Tracks for presentations include:

### Recruitment and Retention of POC in LIS

- Mentorship for Recruitment, Retention, and Self-Care
- Retention of Former Residents in Librarianship: A Preliminary Exploration

### Collegiality as Self Care

- ["Keep Shining, Keep Smiling...": LIS Collegiality through a Relational-Cultural Lens](#)
- Meditating on Microaggressions
- Inclusive Programming Motivated By Staff

### Accessibility & Barriers to Access in Libraries, Archives, and Museums

- Discovering Accessibility Stories

### Critical Analysis of Diversity and Inclusion Work in LIS

- ["Mesearching" the network of whitenessharmdiversity \(Second highest rated session\)](#)

### Developing A Professional Identity

- [Redefining the Wellness Wheel for Librarians of Color \(Highest rated session\)](#)
- POCs in LIS Education: Managing Expectations and Realities
- The Librarian Stereotype: Are POC Included? Do We Want to Be?

### The Tenure-Track Process

- Life in the Tenure-Track Lane, Does it Lead to Crash and Burn Out?: A Preliminary Investigation and Conversation of Academic LoC Daily Experiences
- Building Our Village: A Conversation with Librarians of Color in Tenure Track Positions

### Women of Color in Leadership

- [Women of Color in Academic Library Leadership: A Testimony to Resilience \(Third highest rated session\)](#)

### Sharing Research Interests and Building Support Systems

- Research and Equity Funding in a Community College for the Queer Student Club

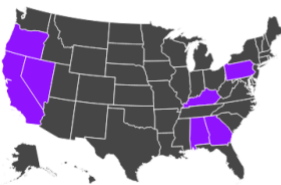
## Attendee Snapshot

78

ATTENDEES  
FROM 40 INSTITUTIONS

15

PRESENTATIONS  
ATTENDED

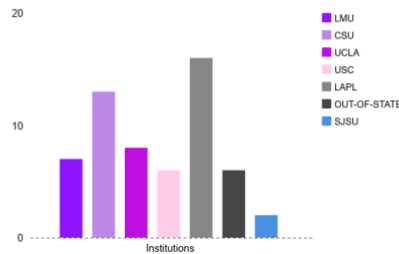


LONGEST DISTANCE  
TRAVELED: 2,727 MILES

SUMMIT ATTENDEES:  
TYPE OF INSTITUTION



PRIMARY INSTITUTIONS

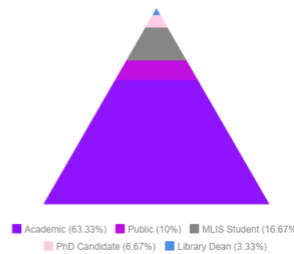


TOP  
3

REASONS FOR  
ATTENDING

- 1 PERSONAL GROWTH & DEVELOPMENT
- 2 CONTENT
- 3 NETWORKING

SUMMIT PRESENTERS



## Attendee Feedback

Below are select comments received through the Summit feedback form:

This space and opportunity has been invaluable in re-energizing and inspiring me. Thank you so much!

...The funny thing is I attended to see how I could help contribute to this community; but you ended up helping me instead. I cannot say enough about my experiences here. Thank you for giving me the perspective I really needed, that I wasn't going to get anywhere else.

I am very grateful for this space. I hope that LMU supports this POC brave space in future years.

Session organization was great... Enjoyed the opportunity to give emerging leaders to present as keynotes...Friendly staff and committee, truly enjoyed seeing POC share their trajectory and experience. A reminder that there is opportunity to collaborate and build networks within this group.

Thank you for the gender neutral bathrooms!

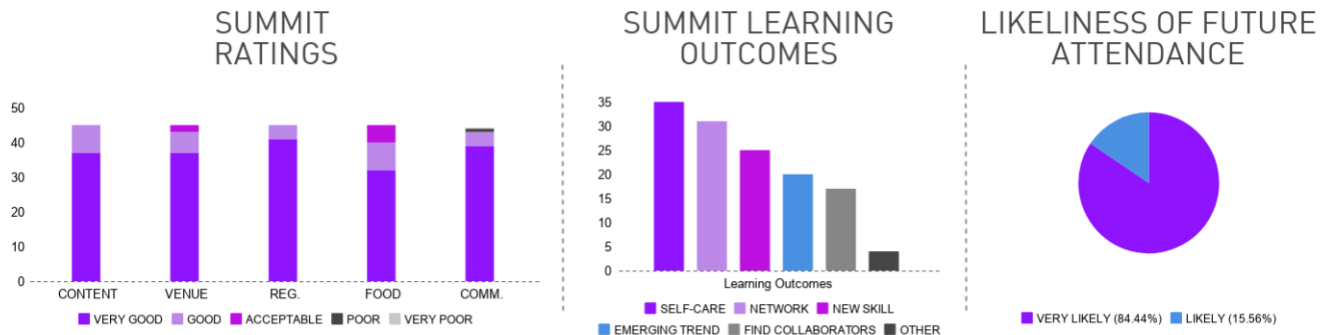
You did a great job! It was very organized. I enjoyed the size of the summit, and I got to meet a lot of people and learned some new things. I hope you do this again!

So happy y'all made this happen! Look forward to the next summit and what people bring forth.

This is the best POC conference I have ever attended in my life...Thank you planning crew and LMU Library

I have never in my professional career been in a room full of beautifully diverse information professionals! This conference helped me remember I am EXCELLENCE. I am part of a greater movement and our voices are powerful. That due to our determination, this profession is changing. Thank you for holding up a mirror to allow me to see dignity, grace, and strength within myself.

Awesome job to organizers and host and the Dean and everyone behind/in front of scenes.



## Summit Summary

The POC in LIS Summit was a well-organized and professional impactful event.

- 78 information workers from 40 institutions attended
- 3 first time keynote speakers gave the Summit's opening address
- 14 sessions with 5 library school student presenters, 19 academic librarians, 3 public librarians, and 2 PhD candidates, and 1 library dean
- Attendees learned about self-care practices and wellness (78%), created a network of colleagues in LIS (69%), learned or practiced a new skill (56%), explored an emerging trend in LIS work (45%), and found collaborators for a project or research (38%)
- 60.8% response rate on POC in LIS Summit feedback form
- Promotes WHHL as a space to explore and articulate issues of diversity, equity, and inclusion in the information sector

## Organizers

### Aisha Conner-Gaten, Instructional Design Librarian

Aisha is an intersectional librarian, activist, and tech enthusiast. She is interested in emerging technologies, issues of equity and access in the library, and the role of librarians as social justice accomplices. In addition to library work, she is a burgeoning sous chef and tennis pro.

### Jessie Young, Digital Initiatives Librarian

Jessie is an oral historian and digital collections librarian. She is interested in tattoos as identity, issues of gentrification and settler colonialism within the Asian American community, and the history of Yellow Peril. Jessie can be found eating ice cream or huaraches with her dachshund terrier, Neville.

### Nataly Blas, Business Librarian

Nataly is a latinx librarian, first-generation student and coffee enthusiast. She is interested in mentorship (both students and early career librarians), issues of equity and access in libraries, and women in leadership. Nataly spends her free time doing her MBA coursework, but will occasionally sneak off to hike, Bollywood dance, and try a Thrillist restaurant.

### Rachel Deras, Librarian-in-Residence

Rachel is a librarian passionate about feminism, navigating mixed-race identity, and destroying antisemitism. When Rachel isn't working at the Information Desk you can find her memorizing facts at pub trivia, walking her dog, or holding long discussions on the importance of pop culture.