Creating Brave Spaces: The POC Summit as Community Building

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CREATING BRAVE SPACES: THE POC IN LIS SUMMIT AS COMMUNITY BUILDING

CARL DIAL-IG SPRING PROGRAM
MAY 31, 2019

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AGENDA

▪ Examine issues of inequity in library conferences
▪ Establishing a POC in LIS Summit mission
▪ Creating inclusive space
▪ Exploration activity
▪ Identify strategies for planning & organizing grassroots conferences
▪ Challenges activity
▪ What we learned
WHAT ISSUES ARISE DURING THE “TRADITIONAL” CONFERENCE?

- Assumptions that everyone can afford registration, traveling, and accommodations
- Code of Conduct is not enforced in physical or digital conference spaces
- Disconnect between library staff values and the conference’s mission or significance
Lack of diversity in LIS field creates a small pool to recruit speakers

Planning is done in white spaces and/or centers on whiteness

Lack of support for POC speakers in professional development
  - Mentorship
  - Financial barriers
  - Emotional labor & imposter syndrome
  - Etc.
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.

- Inspired by Pushing the Margins Symposium @ UCLA & JCLC 2018
- Recognized need for POC professional development
- Acknowledging brave space vs. safe space
- Iterations of theme, goals, lit review of other conferences (NDLC/ IDEAL, JCLC, etc.)
HOW DID WE MAKE OUR SUMMIT INCLUSIVE & ACCESSIBLE?
Meaningful efforts to create a brave space

- POC only space (intentions & language)
- Intentional designing: name tags
- Gender neutral bathrooms
- Integration of Code of Conduct and plan for enforcement!
- Staff/colleague conversations
List 1 LIS issue / topic / current trend you have been considering lately.

Imagine you could turn this issue / topic / trend into a conference or workshop:

How can you make this event diverse and inclusive?
CONFERENCE PLANNING AND IMPLEMENTING STRATEGIES
STRATEGIES

- Gathering a committee
- Setting a budget (funding!)
- Establish liaisons to external collaborators
- Marketing, promotion, & communications
- CFP and scoring rubrics
- Conference day logistics
- Post-conference activities

Link to our full strategies: bit.ly/pocatcarlidial
HOW DID WE PLAN IT

PRE-SUMMIT PLANNING
Gather planning committee, establish mission & goals, Admin. buy-in, set date, budget, and timeline.

CALL FOR PROPOSALS
Develop CFP, design proposal rubric, send out CFP to target listservs, manage & score proposals, establish Summit schedule.

SUMMIT DAY & POST-SUMMIT
Set up signs & session rooms, facilitate hour-by-hour logistics, distribute feedback survey, develop Summit impact report.

PUBLICITY / MARKETING
Design conference materials (logo, flyers, website, etc.), compile outreach lists, brainstorm keynote speakers.

REGISTRATION
Develop registration form, promote to target listservs, manage registrants & food preferences, manage waitlist, print materials (badges, schedule, code of conduct, etc.).
Considering budget, campus culture, stakeholders, etc., what **barriers or challenges** would you face as an organizer?
LEARNING POINTS

- Have stakeholders meetings early and often
- Start financial planning early and often (make a budget!)
- Improve internal communication and transparency to library staff
- Develop documentation, policies, and standards
- Balancing logistics according to potential session interests and room capacity
LEARNING POINTS
cont.

- Build a collaborative and supportive team
- Provide LIS students and paraprofessionals with opportunities to present in a professional and supportive setting
- Accept wellness breaks during meetings
- Make space to check in with each other
QUESTIONS?

Additional Links:
- POC in LIS Summit Website
  - https://digitalcommons.lmu.edu/pocinlis/
- Complete strategies
  - bit.ly/pocatcarldial

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