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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

NATALY BLAS | AISHA CONNER-GATEN | JESSEA YOUNG

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

ISSUES cont.



- 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.

POC IN LIS SUMMIT



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

**THINK.
PAIR.
SHARE.**

10 mins

List 1 LIS issue / topic / current trend you have been considering lately.

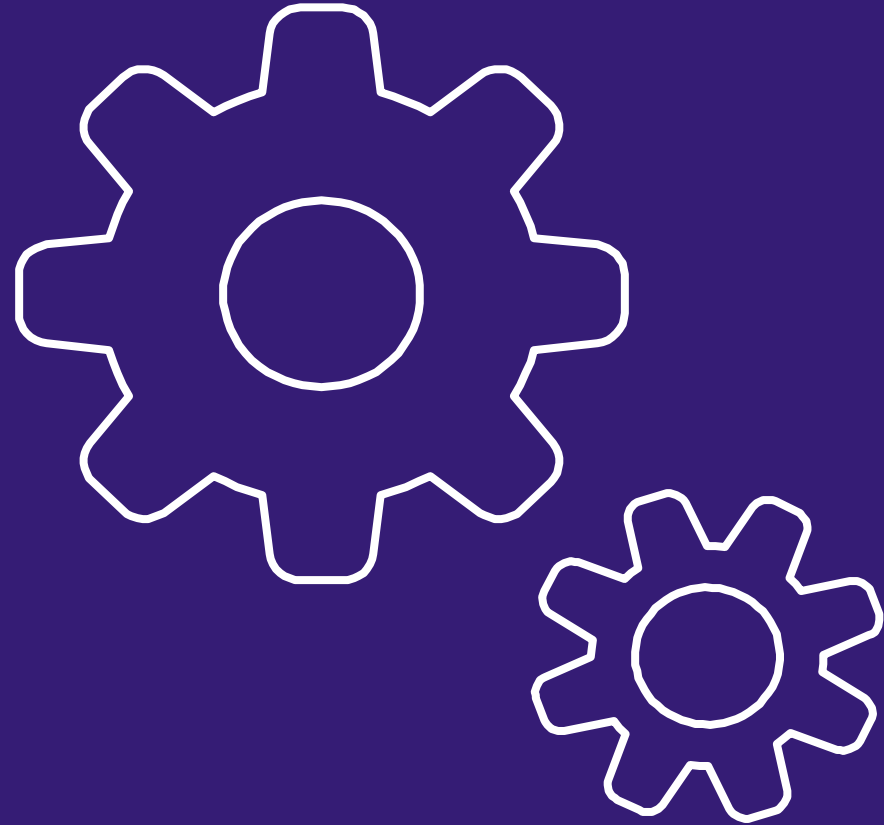
Imagine you could turn this issue / topic / trend into a conference or workshop:

How can you make this event diverse and inclusive?



4:46

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/pocatcardial

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.



FALL 2017

JAN-MAR 2018

FEB-MAY 2018

JUNE 2018

JULY 2018

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.).

THINK.
SHARE.

5 MINS

Considering budget, campus culture, stakeholders, etc., what **barriers or challenges** would you face as an organizer?



3:59

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/pocatcardial