Creating Brave Spaces: The POC Summit as Community Building

Nataly Blas
Loyola Marymount University, nataly.blas@lmu.edu

Aisha Conner-Gaten
Loyola Marymount University, aisha.conner-gaten@lmu.edu

Jessea Young
Loyola Marymount University, jessea.young@lmu.edu

Follow this and additional works at: https://digitalcommons.lmu.edu/librarian_pubs

Part of the Library and Information Science Commons

Repository Citation
Blas, Nataly; Conner-Gaten, Aisha; and Young, Jessea, "Creating Brave Spaces: The POC Summit as Community Building" (2019). LMU Librarian Publications & Presentations. 116.
https://digitalcommons.lmu.edu/librarian_pubs/116

This Conference Presentation is brought to you for free and open access by the William H. Hannon Library at Digital Commons @ Loyola Marymount University and Loyola Law School. It has been accepted for inclusion in LMU Librarian Publications & Presentations by an authorized administrator of Digital Commons@Loyola Marymount University and Loyola Law School. For more information, please contact digitalcommons@lmu.edu.
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
▪ 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/pocatcarldial
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

nataly.blas@lmu.edu | aisha.conner-gaten@lmu.edu | jessea.young@lmu.edu