POC in LIS Summit 2023 Impact Report

Aisha Conner-Gaten  
*Glendale Community College*, aconnergaten@glendale.edu

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

Jennifer Masunaga  
*California State University, Los Angeles*, jmasuna@calstatela.edu

Marisa Ramirez  
*Loyola Marymount University*, marisa.ramirez@lmu.edu

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

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PEOPLE OF COLOR IN LIBRARY AND INFORMATION SCIENCE SUMMIT 2023

FRIDAY, JULY 21, 2023
LOYOLA MARYMOUNT UNIVERSITY
#POCINLIS2023
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With this, our third POC in LIS Summit, we were hopeful of many things. Following a difficult, horrifying, and disheartening pandemic period, we wanted to provide a space for Black, Indigenous, and other People of Color (BIPOC) to not only talk, commiserate, and collaborate but to find community among friends. We felt such immense gratitude to one another and our larger BIPOC community for holding space for us through the pandemic and wanted that love to be felt by our attendees as well. With this in mind, the POC in LIS Summit 2023 was a space for all us as professionals, colleagues, and most importantly, the making of friends. We hope that our attendees left the Summit with joy and the knowledge of how powerful friendship is to our well-being as professionals and people.

SINCERELY,

AISHA CONNER-GATEN
NATALY BLAS
JENNIFER MASUNAGA
MARISA RAMIREZ
JESSEA YOUNG
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. Information workers will have the opportunity to explore their work in LIS as POC and their intersecting identities as BIPOC. This summit invites participants to challenge and interrogate their roles and actions as information workers. This summit aims to collectively establish rules of engagement and discourse, acknowledging 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.

The theme Thank You For Being A Friend invited submissions that challenge what is acceptable to present upon in LIS. As POC moving through the pandemic and returning to work, we are being called upon to accomplish a lot, often with very little time to reflect and develop our practice. Think of the summit as a supportive counterspace for reflection, exploration, commiseration, and experimentation among trusted colleagues.
GOALS

01. COMMUNITY BUILDING
Contribute to the retention of POC in LIS through community building

02. SKILL DEVELOPMENT
Increase skill development in research, methods, and professional praxis

03. BUILDING RESEARCH SUPPORT SYSTEMS
Provide a space for sharing research interests and building research support systems

04. SELF-CARE AND WELLNESS
Increase awareness of collegiality as self-care and wellness

05. OPPORTUNITIES
Provide students and information workers with opportunities to present in a professional and supportive setting

“I really appreciate all the work the organizers and presenters put into this event -- truly thanks for being a friend!”
SESSION TOPICS

ACTIVISM/COMMUNITY BUILDING

- Virtual Chat & Chew: Radical Self-Care for BIPOC Information Professionals
- Cafecito, Chisme, and Community Building: Creating a Network of Support as New and New-to-the-Role Librarians
- The Application of Indigenous Knowledge and Theory to Decolonize a Non-Native Cultural Museum Collections
- Redefining HOME with up//root
- "Connecting with the Library (under)commons": Building Community through Class Solidarity as Anticolonial Praxis
- Doubling from 8-16% : Slowly and Steadily Taking Over the Archives Profession

CRITICAL ANALYSIS OF DIVERSITY, EQUITY, ACCESSIBILITY, AND INCLUSION

- Historic Chronology of Black Library Education
- Resisting the Institutionalization of DEIA: Border Thinking and Academic Librarianship
- What Does This Have To Do with Our Work?: Creating A Library-Specific Anti-Racism Toolkit
- Reversing White Yearning: A Brown and Queer Filipinx Librarian’s Exorcism of Colonialism and Veneration of Indigenous Ancestry (A Work in Progress)
- “My Skinfolks but Not My Kinfolks”: Searching for Kinship in Libraryland
SESSION TOPICS

MENTORSHIP, LEADERSHIP, AND ADVANCEMENT OF POC IN LIS

- Leading Students with LEAN
- Building an Inclusive Culture of Mentoring in Library and Information Science: Strategies for Mentorship Success and Professional Growth
- Women of color’s assets and barriers in leadership positions in academic libraries (work in progress)
- It’s Lonely At the Top: Views From The First Year in Administration
- Findings from the Research and Program Development Phase of the BIPOC Become Librarians Project
- Collective Power: Professional Advancement of BIPOC Librarians
- Young, Brown, Ambitious: How Three Young Women Kept their New Mexico Libraries Alive in 2020 and Beyond

SELF-CARE AND WELLNESS

- Racelighting: Understanding Experiences with Questioning Our Own Realities

TRANSITIONING TO/FROM LIBRARIANSHIP

- The Cruel Optimism in Becoming A Librarian
ATTENDEE SNAPSHOT

POC IN LIS SUMMIT PRESENTERS:

21 sessions with:
  • 1 special librarian
  • 4 public librarians
  • 9 out of state librarians
  • 2 students

POC IN LIS SUMMIT ATTENDEES:

105 attendees from 45 institutions:
  • 76% Academic librarians
  • 16% Public librarians
  • 6% Special librarians
  • 2% Other

WE ARE DIVERSE

Attendees were allowed to self identify, resulting in a rich collection of identities and backgrounds not reflected in most demographic surveys of conferences.
The POC in LIS Summit is supported by the Loyola Marymount University William H. Hannon Library (WHHL) and the Statewide California Electronic Library Consortium (SCELC) DEI Funds. The SCELC DEI Funds advance the consortium's initiatives by funding Member institution and committee proposals to plan, create, and implement projects with a DEI focus that will have an impact on SCELC libraries and librarians. The William H. Hannon Library commits to the principles of diversity, equity, inclusivity, and anti-racism in our collections, our spaces, our operations, and throughout all or work. In addition to funding, WHHL supports the Summit via media, event, and staffing support since its inception in 2018.

Through the SCELC DEI Funds and support from WHHL, POC in LIS Summit outlined and accomplished the following goals:

**Goal 1: Create a collaborative and brave space for developing collaborations and research**
- 27% of attendees found collaborators for a future project or research and
- 85% created a network of colleagues in LIS
- 9% Presented at a Professional Conference for the first time

**Goal 2: Provide practical professional development skills and strategies for information workers**
- 40% of attendees learned or practiced a new skill based on summit presentations
- 56% explored emerging trends in LIS.

**Goal 3: Highlight the voices and perspectives of emerging professionals in the field such as MS students, PhD students, non-academic librarians, and non-librarian staff via conference attendance**
- Presenters: 88% academic librarians, 8% public librarians, 2% LIS Students
- Attendees: 73% academic librarians, 15% public librarians, 6% special librarians, and 2% other

**Attendees represented 22 SCELC Institutions including:**
- California State University, Chico
- California State University, Dominguez Hills
- California State University, Los Angeles
- California State University, Long Beach
- California State University, San Bernardino
- California State University, San Marcos
- California State University, Stanislaus
- Caltech
- Chapman University
- City of Hope
- Getty Research Institute
- Loyola Marymount University
- Mount Saint Mary's University
- Nevada State College
- San Jose State University
- Santa Clara University Library
- The Huntington
- University of San Diego
- University of San Francisco
- University of Southern California
- Woodbury University
- Xavier University of Louisiana
105 attendees participated in the 2023 POC in LIS Summit. Of these attendees, 77 attendees (63%) provided feedback after the event. Here’s what they said:

**Reasons for Attending the Summit**

- **Personal Growth and Development**: 46.8%
- **Content**: 35.1%
- **Networking**: 13%
- **Speakers**: 2.6%

82% rated the Summit content and Summit communications and notifications as VERY GOOD. 96% are likely to attend the Summit in the future.

“Truly the best conference I’ve ever attended! Thank you to the organizers — you should be very proud. Appreciate the thoughtfulness of every detail, including providing spaces for lactation and decompression, very clear signage, color-coded photo consent, etc.”
ATTENDEE FEEDBACK

“Thanks so much to the organizers! I was very happy to share this space with amazing BIPOC LIS professionals.”

“The thank you for the safe space to learn and grow personally and professionally.”

Feedback Summary

Keynote speakers Lalitha Nataraj, Jennifer Ho, and Torie Quiñonez from California State University, San Marcos kicked off the summit with their keynote, entitled “You’re a Pal and a Confidant”: Challenging Bureaucracy in Libraries and Inclusive Collegial Practices” which provided a grounding in theories that inform our relational approaches and further explore how to create supportive and collegial environments. Presenters and attendees felt empowered to contribute their experience and expertise to change the field for the better with 66% of respondent attendees rating the keynote as very good.

Overall, every session at the Summit was rated as very good. The midday (1:15 PM) sessions were rated the highest with 89% of attendees rating it very good.

Respondent attendees created a network of colleagues in LIS (professional or personal) (65%), learned about self-care practices and wellness (57%), explored emerging trends in LIS (56%), learned or practiced a new skill that will help you in your work or personal life (40%), found collaborators for a project or research (26%), and presented at a professional conference for the first time (19%).
LEARN MORE ABOUT THE POC IN LIS SUMMIT


PAST POC IN LIS SUMMITS

2018 POC in LIS Summit
Schedule and Presentations
https://digitalcommons.lmu.edu/pocinlis/2018/

2021 POC in LIS Summit
Schedule and Presentations
https://digitalcommons.lmu.edu/pocinlis/2021/

2023 POC in LIS Summit
Schedule and Presentations
https://digitalcommons.lmu.edu/pocinlis/2023/
Aisha Conner-Gaten, Instructional Librarian at Glendale Community College

Aisha Conner-Gaten, she/her/hers, is an information worker thriving in Los Angeles. She is an organizer of the POCinLIS Summit and moderator of the Librarians of Color-Los Angeles group along with her incredible colleagues. Her work focuses on inclusive instructional design, antiracism in the library and information competency, and the role of librarians as social justice accomplices. When she is not teaching on Zoom, you can find her reading romance novels or playing tennis. You can follow her very relaxed Instagram presence @ThatAishaCG.

Jennifer Masunaga, Humanities Librarian at California State University, Los Angeles

Jenn, she/her/hers identifies as Mexicanese (Mexican American and Japanese American), an elder Millennial, a tired parent, and an LA Native. She works at her parents’ alma mater, Cal State LA, as the Humanities Librarian. Her research interests include diversity in librarianship, information literacy in higher education and censorship, fake news and misinformation.

Jessea Young, Scholarly Communications Librarian at Loyola Marymount University

Jessea, she/her/hers, a scholarly communications librarian, once sought fulfillment out of boredom by earning an MA in Asian American Studies. Beyond her academic achievements, she is fascinated with internet behavior and academia’s organizational behavior. Away from the library, she can be found in Long Beach dragon boating or puzzling and eating ice cream with her dog, Neville.

Marisa Ramirez, Processing Archivist at Loyola Marymount University

Marisa, she/her/hers, is an archivist and librarian. She is a first-generation student and comes from the Antelope Valley region of Los Angeles County. Her professional interests are reparative archival description, and her non-professional interests are urban wildlife and watching a lot of TV.

Nataly Blas, Collection Development Librarian at Loyola Marymount University

Nataly, she/her/hers, is a latinx librarian, first-generation student, and coffee enthusiast. She is interested in mentorship, issues of equity and access in libraries, and women in leadership. When not working with her cat Leo on her lap, Nataly can be found trying a new local restaurant or biking the marina.