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POC in LIS Summit 2023 Impact Report

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**PEOPLE OF COLOR IN
LIBRARY AND
INFORMATION
SCIENCE SUMMIT
2023**



**FRIDAY, JULY 21, 2023
LOYOLA MARYMOUNT UNIVERSITY
#POCINLIS2023**

CONTENTS



03

A WORD FROM THE ORGANIZERS

04

2023 THEME AND GOALS

06

SESSION TOPICS

08

ATTENDEE SNAPSHOT

09

STATEWIDE CALIFORNIA
ELECTRONIC LIBRARY
CONSORTIUM (SCELC) GRANT &
OBJECTIVES

10

ATTENDEE FEEDBACK

12

LEARN MORE ABOUT THE SUMMIT

13

ORGANIZER BIOS

A WORD FROM THE ORGANIZERS



L-R: AISHA, JESSEA, JENNIFER, NATALY AND MARISA

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



SAVE THE
DATE!

People of Color in Library and Information Science Summit



LOYOLA MARYMOUNT UNIVERSITY



FRIDAY, JULY 21, 2023

THANK YOU FOR BEING A FRIEND

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

03. BUILDING RESEARCH SUPPORT SYSTEMS

Provide a space for sharing research interests and building research support systems

05. OPPORTUNITIES

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

02. SKILL DEVELOPMENT

Increase skill development in research, methods, and professional praxis

04. SELF-CARE AND WELLNESS

Increase awareness of collegiality as self-care and wellness

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

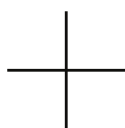


SESSION TOPICS



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

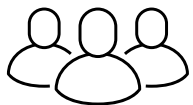


CRITICAL ANALYSIS OF DIVERSITY, EQUITY, ACCESSIBILITY, AND INCLUSION

- 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

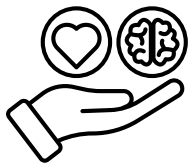


SESSION TOPICS



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

SUPPORT

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 our 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:

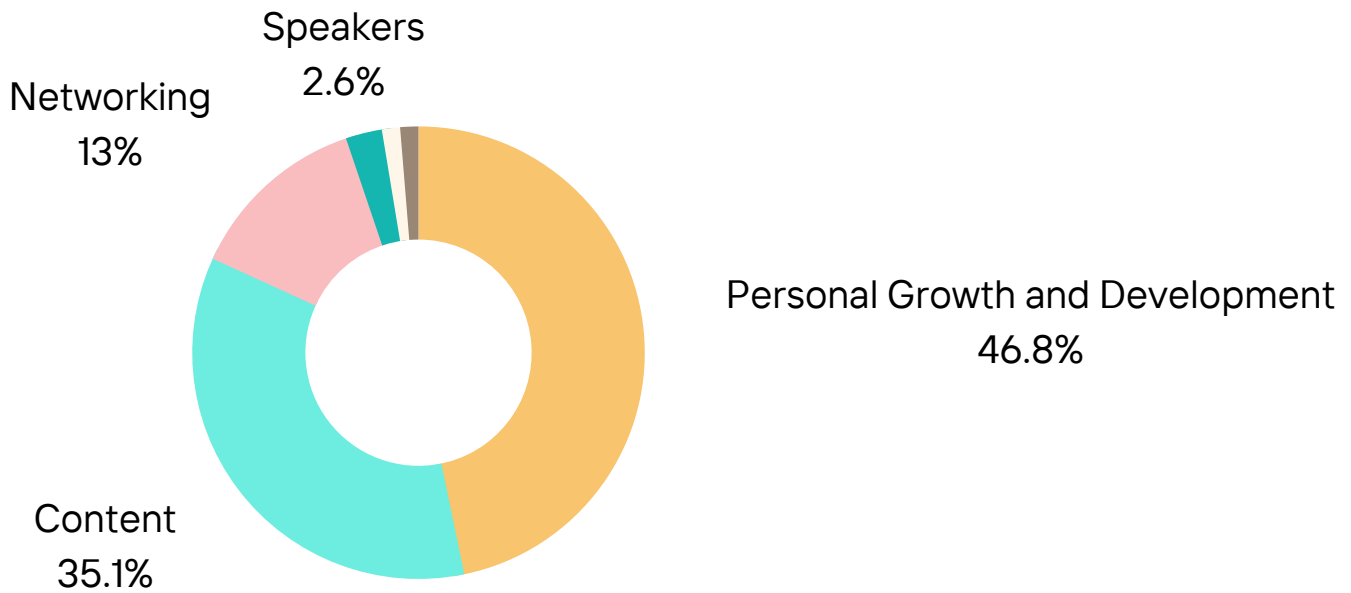
- | | |
|--|-------------------------------------|
| • California State University, Chico | • Loyola Marymount University |
| • California State University, Dominguez Hills | • Mount Saint Mary's University |
| • California State University, Los Angeles | • Nevada State College |
| • California State University, Long Beach | • San Jose State University |
| • California State University, San Bernardino | • Santa Clara University Library |
| • California State University, San Marcos | • The Huntington |
| • California State University, Stanislaus | • University of San Diego |
| • Caltech | • University of San Francisco |
| • Chapman University | • University of Southern California |
| • City of Hope | • Woodbury University |
| • Getty Research Institute | • Xavier University of Louisiana |



ATTENDEE FEEDBACK

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



“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.”

82%

rated the Summit content and Summit communications and notifications as VERY GOOD

96%

are likely to attend the Summit in the future

ATTENDEE FEEDBACK

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

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

Feedback Summary

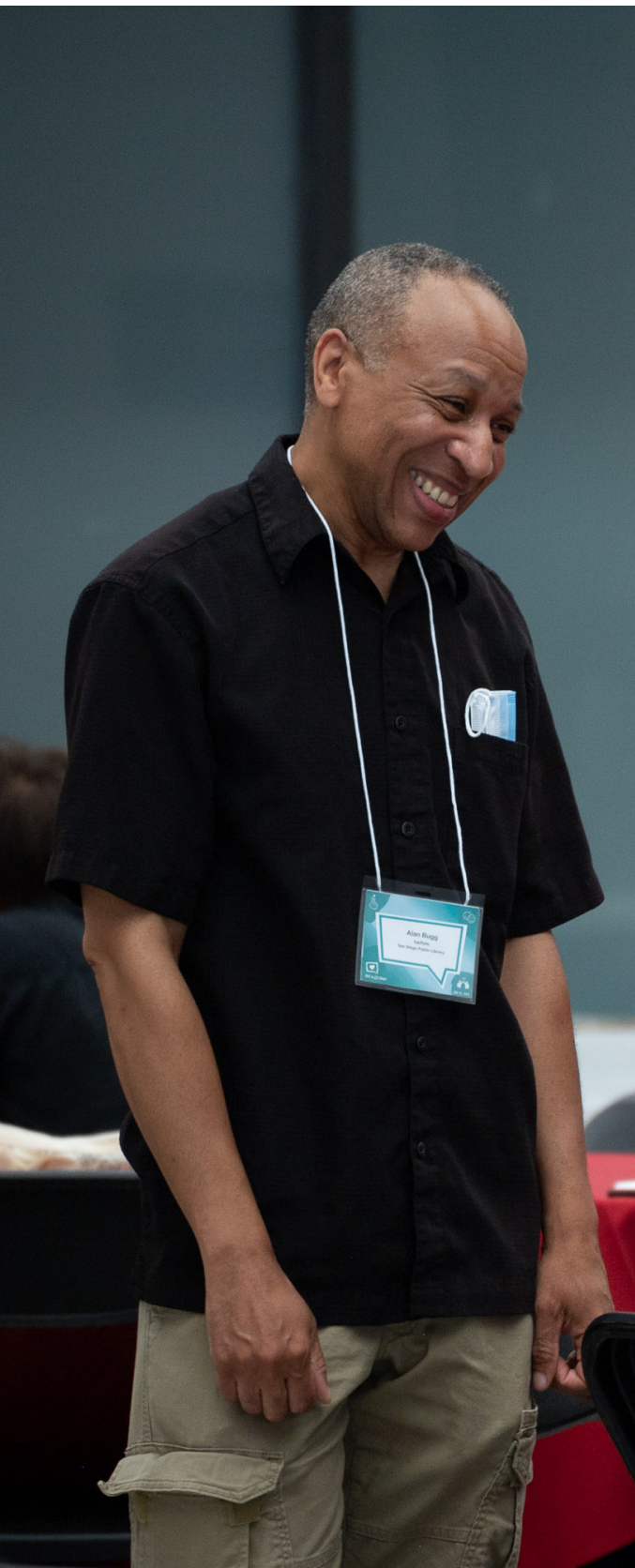
Keynote speakers Lalitha Nataraj, Jennifer Ho, and Torie Quiñonez from California State University, San Marcos kicked off the summit with their keynote, entitled “You’re a Pal and a Confidant”: Challenging Bureaucracy in Libraries and Inclusive Collegial Practices” which provided a grounding in theories 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



Masunaga, J., Young, J., Conner-Gaten, A., & Blas, N. (2022). Community-building, empowering voices and brave spaces through LIS professional conferences. In A. Brissett & D. Moronta (Eds.), *Practicing social justice in libraries*. Routledge. https://digitalcommons.lmu.edu/librarian_pubs/145/

LibVoices. (2020, August 10). Episode 6: Nataly Blas & Jennifer Masunaga on communities of practice and mentorship. <https://podcasters.spotify.com/pod/show/libvoices/episodes/Episode-6-Nataly-Blas--Jennifer-Masunaga-on-Communities-of-Practice-and-Mentorship-egg5n8>

Blas, N., Conner-Gaten, A., & Young, J. (2019, May 31). Creating brave spaces: The POC Summit as community building [Conference presentation]. *California Academic & Research Libraries – Diversity in Academic Libraries Interest Group Spring Program*, Los Angeles, CA. https://digitalcommons.lmu.edu/librarian_pubs/116

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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/>

CONFERENCE ORGANIZERS



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.