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2023 People of Color in Library & Information Science Summit Impact Report Presentation

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People of Color in Library and Information Science Summit

Loyola Marymount University

Friday, July 21, 2023

POC IN LIS SUMMIT ORGANIZERS

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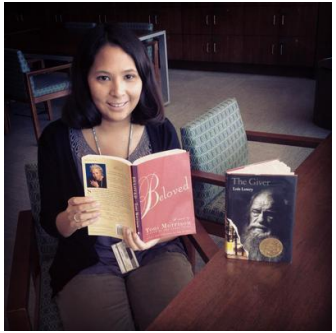
Glendale Community College



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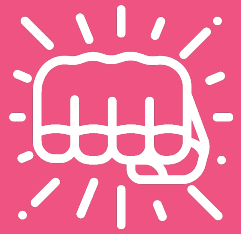
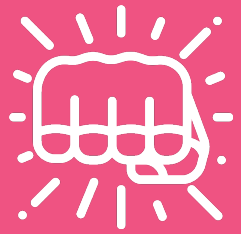


POC SPACES IN LIS

Counterspace
Community building
Research partnerships
Trust
Self-care



IMPOSTOR SYNDROME IN LIS

Impostor Syndrome:
the feeling that you are not actually qualified for the work you are doing and will be discovered as a fraud

1 in 8 Librarians have reported feelings of impostor syndrome to a significant degree

POC IN LIS SUMMIT

Mission Statement

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.

Goals

- Contribute to the retention of POC in LIS through community building
- Increase skill development in research, methods, and professional praxis
- Provide a space for sharing research interests and building research support systems
- Increase awareness of collegiality as self-care and wellness
- Provide students and information workers with opportunities to present in a professional and supportive setting

Read more at https://digitalcommons.lmu.edu/pocinlis/

STATEWIDE CALIFORNIA ELECTRONIC LIBRARY CONSORTIUM PROJECT INITIATIVES GRANT & DEI FUNDS

Goal 1: Create a collaborative and brave space for developing collaborations and research

Goal 2: Provide practical professional development skills and strategies for information workers

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

Goal 4: Highlight critical analysis of diversity and inclusion in services and collections

2018 POC IN LIS SUMMIT

Empowering Collaborations and Creating Brave Spaces

- 78 information workers from 40 institutions attended
- 4 sessions with 5 library school student presenters, 19 academic librarians, 3 public librarians, and 2 PhD candidates, and 1 library dean
- Attendees confirmed they learned about:
  - Self-care practices and wellness (78%)
  - Created a network of colleagues in LIS (69%)
  - Learned or practiced a new skill (56%)
  - Explored an emerging trend in LIS work (45%)
  - Found collaborators for a project or research (38%)

POC IN LIS SUMMIT DURING THE PANDEMIC

POC in LIS Summit was delayed due to the COVID-19 pandemic and transformed into a virtual conference.

Benefits of Virtual Space:

- Increased diversity by geographic location
- Maintain free registration and alleviate participants from food or travel costs

SCELC Project Initiatives Grant was then used to supporting presenters and their labor, specifically paying honorariums and addressing the digital divide.

2021
POC IN LIS
SUMMIT

Thriving Together: Strengthening Our Identities through Community

- Highlight and empower collaborations and community building practices of people of color in LIS
- How can POC in LIS thrive together to create strong, diverse, and beautiful communities?

2021 POC in LIS Summit

- 124 attendees from 66 institutions (16 SCELC institutions)

- 16 sessions with 1 special library presenter, 35 academic librarians, 2 public librarians, and 4 library deans.

- Respondent attendees learned about:
  - self-care practices and wellness (64.2%)
  - created a network of colleagues in LIS (35.8%)
  - learned or practiced a new skill (58.2%)
  - explored an emerging trend in LIS work (52.2%)
  - found collaborators for a project research (10.4%)

2023 POC IN LIS SUMMIT

Thank You For Being A Friend

- invite submissions that challenge what is acceptable to present upon in LIS
- think of the summit as a supportive counterspace for reflection, exploration, commiseration, and experimentation among trusted colleagues

2023 POC in LIS Summit

- 105 attendees from 45 institutions (22 SCELC institutions)

- 21 sessions with 1 special library presenter, 9 out of state librarians, 4 public librarians, and 2 students.

- Respondent attendees learned about:
  - created a network of colleagues in LIS (85%)
  - explored an emerging trend in LIS work (56%)
  - learned or practiced a new skill (40%)
  - found collaborators for a project research (27%)

Historic Chro
of
Black LIS Education
Selena Lee, J.D. &
MLIS candidate

AUDITORIUM
1000
People of Color
in Library and
Information Science
Summit

How Can We Do This

- Scaling for the coming years
  - Not just invitations to diverse groups but support
  - More physical and accessible spaces
  - Funding to remain free and agile

- Embed the work into our positions
  - Part of professional and institutional support
  - Present on experiences with metrics
  - Work across library departments
  - Work across institutions and disciplines
  - Work across industries

- Recognize our limitations (and our excellence!)
  - Prioritize what brings you joy, skill, etc.
  - Balance local and national responsibilities
  - Be consistent but not overwhelmed

Summit Website

Learn More about POC in LIS Summit

- Blas, N., Conner-Gaten, A., Deras, R., & Young, J. (2019). Empowering collaborations and creating brave spaces: People of Color in Library and Information Science Summit. *College & Research Libraries News*, 80(5), 270- 273. https://doi.org/10.5860/crln.80.5.270
- 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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- Blas, N., Galoozis, E., Halpern, R., Jones, K., Pierce, S., & Versluis, A. (2019, April). *Reconceptualizing the conference experience: Employing grassroots efforts in conference planning to promote inclusivity and accessibility* [Panel presentation]. Association of College & Research Libraries 2019 Conference, Cleveland, OH.
- LibVoices. (2020, August 10). Episode 6: Nataly Blas & Jennifer Masunaga on communities of practice and mentorship. https://anchor.fm/libvoices/episodes/Episode-6-Nataly-Blas--JenniferMasunaga-on-Communities-of-Practice-and-Mentorship-egg5n8/a-a2ppa47
- 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

Questions?

Summit Website

POC IN LIS SUMMIT