

00:46:44 *PLP - Elaine Tai (She/Her): Welcome everyone!

00:47:34 *PLP - Elaine Tai (She/Her): feel free to share where you're joining from

01:00:57 Good morning from Santa Monica! Thank you PLP for all of this and especially the acknowledgements

01:01:11 Thank you for the land acknowledgement. In solidarity from Ramaytush land.

01:08:16 *PLP - YouTube is working now. This is the correct link: <https://youtu.be/bld2GJq-Ooc>

01:09:19 *PLP - <https://youtu.be/xofUmb9UbVE>

01:09:58 *PLP - <https://www.library.ca.gov/services/remote-resources>

01:11:35 Hi where can I find the handouts?

01:11:56 *PLP - <https://1gp3bd3nt4aa1f5uv53pfuu3-wpengine.netdna-ssl.com/wp-content/uploads/2020/10/FOL-2020-Program.pdf> , also available on <https://www.plpinfo.org/plpsdc/the-future-of-libraries/> link to handouts

01:13:19 *PLP- <https://www.mckensiemack.com/agreements> link to the Standards of Engagements

01:21:55 *PLP - As a reminder, Celeste's handouts are available on <https://www.plpinfo.org/plpsdc/the-future-of-libraries/>

01:24:29 Prison system not fair against poc

01:24:54 over policing of communities of color

01:26:55 Given the definition that privilege is a granted right. It brings to mind statements by political leaders that voting or having a drivers license is a privilege not a right.

01:27:06 mistreatment and neglect of Hispanic, Latinx, Mexican farmworkers for big grocery

01:27:34 Having an ID means you don't get thrown off the train when you can't pay.

01:28:36 School to prison pipeline, lack of educational, employment, health resources in BIPOC communities

01:28:53 Real ID or real barrier.

01:29:01 It means the color of your skin determines the kind and quality of care you get in the ER

01:29:13 And oppression of people with no official IDs

01:29:31 It is rather odd that the U S Constitution does not mention slaves or slavery? Why do we insist on the term democracy vs. republic? What is the difference between reparations and compensation?

01:29:34 Having a difficult time NOT having negative reaction to these words. Thought-provoking. Issues may show up with Limited accessibility to certain programs at the library held during certain times or in limited formats.

01:30:25 I am Latina, but I am aware that I have privilege and an advantage by having lighter skin. I never get stopped or followed in a store but some of my darker family members have

01:31:31 Intangible privilege that systems will work positively for me or were built for me with material implications - e.g. that highway patrolman that followed me off the highway in June was there to help me fix my flat and not to question or harm me

01:32:14 Privilege. Some groups have more privilege than others. This can be due to the area they live in.

01:36:06 If we raise racist, we must raise the victims of racism?

01:36:21 This drive to dominate was evident, too, in Asia over the past centuries, where European imperialism came to the fore.

01:37:18 *PLP - The questions are also in the handout link on the plp site:
<https://1gp3bd3nt4aa1f5uv53pfuu3-wpengine.netdna-ssl.com/wp-content/uploads/2020/10/FOL-2020-Program.pdf>

01:37:26 Cotton Mather thought witches had different skulls too and collected them from Salem

01:38:23 I had never thought about how racism specifically meant having power over other people. Growing up we were taught it was just bias and unfounded hatred

01:38:32 Being an African American Senior Librarian and having the public ask to speak to the "white" Senior Librarian. Yes, those exact words were used.

01:38:52 *PLP - Music details from Celeste: 1st song was "black is beautiful" by Mawule ft Ill Se7en and Bianca Mikahn

01:38:57 This definition is how I learned it at Quaker college, and still works for me.

01:39:11 *PLP - This current song is "Foolish Attitudes" by Toshi Reagon

01:39:54 Interested in distinction between conquest and colonization, would love to hear recommended resources.

01:40:05 [to commenter at 01:38:52] we have had this issue with people requesting people by race or ethnicity also.

01:40:14 aren't all Isms a superiority complex?? that give people power in their own egos?

01:41:10 In library work I see racism playing out in a number of ways. One is harsher treatment of children of color, especially Black children.

01:41:13 Racism and all of the other "isms" are diseases that on the surface, may only affect certain groups, but in fact, cause each of us to be less than we can be. They divide us.

01:41:16 [to commenter at 01:38:57] I also attended a Quaker College. Whittier College. It is here that I was empowered to speak up in class when all my educational life I had been made aware that my opinion did not matter.

01:41:18 Not enough ballot boxes in my zip code.

01:41:20 This makes me think of what my parents went through in boarding school on the Navajo Reservation

01:42:04 *PLP - Thanks so much to the BIPOC in the room for sharing your experiences.

01:42:20 I am so sorry that happened to you [to commenter at 01:38:52] That is really messed up

01:42:41 the prejudice definition makes it seem as if it is intentional thought. Racism is so much a part of all of our society. We are not even aware of it in many ways.

01:42:59 My childhood was intentionally different from my parents' upbringing thanks to the structured racism in Navajo government boarding schools.

01:43:11 *PLP - Celeste will take questions at the end. Please enter questions into the Q&A box if you have them!

01:43:31 Not a Quaker, and great privilege to have that education, that included African American Literature, for example.

01:44:43 [to commenter at 01:42:41] - I think that's an important impact of institutional racism, sexism, homophobia, etc.: the ways that we internalize institutional oppression/belief systems that tell us we aren't valuable.

01:44:57 we had paired courses that included History of Latin America paired w/ History of Latin American Music or I paired mine with History of Rock and Roll.

01:46:13 Who gets listened to, believed, (patrons and staff) and who gets to decide what happens to other people.

01:46:23 ^^^^

01:46:27 I think the school stuff reinforces why Ethnic Studies curriculum is so important -- if it's required you can't "opt out" of learning about race.

01:46:30 ^^yes!

01:46:31 *PLP - Note: Celeste's slides will be available on the plpinfo page later, and you all will have access to the recordings

01:46:32 The bureaucratic structure of many city libraries is an example of institutional oppression.

01:46:37 [to commenter at 01:46:27] definitely. My professor asked me after class one day that he wished I spoke up more. I explained to him why. It was because of him that I didn't quit college. Without knowing he encouraged me and valued my ideas in class. Especially being the only person on color in the class.

01:47:02 I agree about importance of Ethnic Studies. Too important to wait until it's perfect.

01:48:37 That's very powerful - how one person can make you feel valued and encourage you to continue to pursue your goals. I think we have opportunities in our work in public libraries to help empower our community members, starting at a young age!

01:49:34 I see a retention issue also.

01:50:10 Male/Female inequity?

01:50:27 Academic librarianship is even more difficult to establish and maintain a position

01:50:33 Latinx is not a category in the race & ethnicity graph shared here - are they grouped in with the white stat?

01:51:27 Countless harmful LC subject headings and classifications and the fact that they persist and that change is glacial (and has been politicized)

01:51:41 we had a huge retention issue at a college I used to work at and it resulted in a lot of first generation college students getting buried in debt without a degree

01:52:01 What is the percentage of Hispanic or Latinx librarians?

01:52:08 [to commenter at 01:51:27] right

01:52:46 Thank you.

01:53:07 Thank you!

01:53:23 Thank you Celeste

01:53:50 *PLP - You can access the handouts from today here <https://1gp3bd3nt4aa1f5uv53pfuu3-wpengine.netdna-ssl.com/wp-content/uploads/2020/10/FOL-2020-Program.pdf> , also available on <https://www.plpinfo.org/plpsdc/the-future-of-libraries/>

01:54:12 *PLP - Scroll down to the bottom of the program for the handouts

01:54:21 I think part of this has to do with economics. People from bipoc backgrounds are going to school to raise themselves up. Librarians don't make the big bucks, so it isn't an appealing field unless you are really passionate about it.

01:55:01 Roxanne Dunbar-Ortiz, An Indigenous People's History of the United States

01:55:43 *PLP - Data USA Library Science Data: <https://datausa.io/profile/cip/25/>

01:56:13 *PLP - <https://www.indigenousmindfulness.com/>

01:56:14 Michael Yellow Bird, talks and books on (Neuro?) Decolonization

01:56:14 also speaking from a Latina I've had students tell me that we do tell them to attend college but we don't tell them what will happen. For example we already come in not speaking up in class and at home we get resistance from family who have not experienced college and often times it is seen as a waste of time and money so it comes down to having to choose. Some of us don't have the support at home and some of us don't seek it at school.

01:56:48 *PLP - Michael Yellow Bird <https://www.indigenousmindfulness.com/>

01:57:24 Thank you everyone for sharing your experiences. As a BIPOC, I found that sharing these experiences with our majority coworkers add a level of understanding for some. Do you feel the same? Have you found honest, open conversation the best method for creating inclusivity in your organization?

01:57:51 *PLP - http://www.aihec.org/our-stories/docs/BehavioralHealth/2016/NeurodecolonizationMindfulness_YellowBird.pdf

01:58:25 very true! The lack of support and knowledge about what college can do is huge

01:59:21 oh, since some of you are in the South Bay, Dulce Grant's been doing work to support BIPOC 1st gen college students: <https://edsources.org/2019/a-california-schools-alumni-adviser-hits-the-road-to-ease-1st-year-college-students-jitters/621176>

01:59:52 Constitution makes reference to other persons, therefore there may have been consideration that the antiquated ideas of the past were already recognized?

02:00:20 *PLP - <https://datausa.io/profile/cip/25>

02:00:36 [to commenter at 01:56:14] you're not the first person who has told me and it's so hard. It's difficult enough to be a first generation college student when you don't know how to advocate for yourself but that added familial tension makes it so much harder

02:01:43 Meritocracy is a system of privilege that results in oppression

02:04:10 *PLP - Padlet message board: <https://padlet.com/plpsdc/fo12020>

02:05:28 In honor of Native American Heritage Month the Southern California Library Cooperative on Nov 5, 6:30 pm PST is hosting a free talk with Tribal Leader Walter Echo Hawk author of In the Courts of the Conqueror: The 10 Worst Indian Law Cases Ever Decided. He will be in discussion with the Autry Museum of the American West CEO W. Richard West. Register via the Niche Academy at: <https://attendee.gotowebinar.com/register/3430219402809118478> Join us!

02:05:45 I'm latina Is always confusing when ask about race and I don't know how to answer because we are considered as ethnicity!

02:06:08 As a BIPOC librarian, I love this profession but was recruited by a BIPOC library student. Never by the organization.

02:06:11 [to commenter at 02:05:45] totally agree! same issue, cuz we aren't white but we aren't necessarily indigenous either

02:06:19 SWANA (Southwest Asian North African) folks also erased from statistics, surveys, Census, etc thanks to the strange concept of race. Many of us who are indigenous to that region, who are not Black identified or of European descent, forced to select "White" as an identifier when anything but, thus made invisible. (Until those in power want to bring up the "terrorism" rhetoric. Then SWANA folks are made hyper-visible.)

02:08:37 [to commenter at 02:06:19] I had never thought of that! Thanks for sharing. I'll be more aware of that in the future, especially as we tell people to fill the census

02:10:34 Yeah, SWANA identity is also complicated because people who immigrated from 1880s(ish)to 1920s, legally advocated to be classified as white so they could gain citizenship and wouldn't be deported. But it has created a certain doublethink around those identities -- many people being treated in oppressive manners but categorized as "white." White adjacency, fought for by ancestors for survival... it's complicated. Especially since white adjacency ultimately plays into anti-Blackness and other oppressions.

02:10:58 Huge thanks to Celeste!

02:11:07 Thank you Celesté for sharing your knowledge and experience with us today!

02:11:07 *PLP - You can access the handouts from today here <https://1gp3bd3nt4aa1f5uv53pfuu3-wpengine.netdna-ssl.com/wp-content/uploads/2020/10/FOL-2020-Program.pdf>, also available on <https://www.plpinfo.org/plpsdc/the-future-of-libraries/>

Scroll down to the bottom of the program for the handouts

02:11:08 Thank you. This has been excellent. So much learned.

02:11:09 Thank you Celeste

02:11:09 Thank you Janine = informative

02:11:16 Wonderful talk; thanks.

02:11:23 Such an awesome start to FOL 2020!

02:11:26 Thank you, Celeste!

02:11:26 Thank you, Celeste and Elaine!

02:11:27 Thank you! This was very interesting and informative.

02:11:28 Thank you Celeste

02:11:29 thank you, Celeste - comprehensive and more to learn!

02:11:33 Thank you!

02:11:33 Absolutely! Proximity to whiteness, a huge issue within SWANA community.

02:11:34 Bravo Celeste'

02:11:35 Thank you Celeste! It was thought-provoking

02:11:46 gracias

02:11:47 Thank you!

02:11:48 This was so very useful. Thank you Celeste!

02:11:48 Thank you, Celeste - good one

02:11:52 Thank you! Loved all the detail in the Q&A.

02:11:53 Thank you Celeste, you've given us all so much to think about!!

02:11:55 Thanks Celeste!

02:11:57 Thank you so much! That was an amazing presentation!

02:12:00 History = what actually happened; Heritage = what we embrace; Memory = personal connection to the story.

02:12:02 *PLP- Padlet: <https://padlet.com/plpsdc/fo12020>

02:12:02 🙌🙌

02:12:15 Thank you, Celesté

02:12:20 Yes you have to check "other" (problematic) and write on the form what you want. Census was trying to add SWANA on this year's form but was not approved by the current administration.

02:13:47 *PLP - Our breaktime music is from Lee Rosevere "Puzzle Pieces" and "Places Unseen" from the album Music for Podcasts 2

02:14:20 Carol Frost: Good morning everyone - just joining now! Welcome to the PLP Future of Libraries! We are thrilled to see so many people logged in!

02:22:31 *PLP - Standards of Engagement:
(<https://www.mckensiemack.com/agreements>)
We agree to struggle against racism, sizeism, transphobia, classism, sexism, ableism, and the way we internalize myths and misinformation about our own identities and the identities of other people. We know that no space can be completely "safe" and we agree to work together towards harm reduction, centering those most affected by injustice in the room. We agree to sit with the discomfort that comes with having conversations about race, gender, identity, etc... we agree to try our best not to shame ourselves for the vulnerability that these kinds of conversations require. We are to value the viewpoints of other people that do not challenge or conflict with our right to exist. We agree that it's okay to have feelings. It's okay to feel uncomfortable when discussing complex topics about accountability, equity, relationships, justice, and care.

02:26:02 My kid's Latin teacher talks about how the ancient Romans were not especially good at math relative to other cultures, and that was because of their language for math--that those ancient Romans who got much of anywhere were those who learned to use Arabic math language.

02:27:59 Simmons' Anti-oppression guide is AMAZING! Fangirl here.

02:28:05 <https://simmons.libguides.com/anti-oppression>

02:28:34 *PLP - Thanks for adding that! It's a wonderful guide from Stacy.

02:32:49 Diversity also includes people of all ages and with all kinds of abilities.

02:33:08 YES!

02:37:27 Yes! Diverse does not equal nonwhite

02:37:59 Diversity in the Bay is based upon economics - affordable housing - the "solution", but still Whites. Mostly Whites actually.

02:38:10 Wow! Enlightening distinction between diversity and equity . . . who's TRYING to get into the room and what their barriers are

02:38:33 *PLP - Dr Joyce Bell and Douglass Hartmann
https://cla.umn.edu/sites/cla.umn.edu/files/diversityineverydaydiscourse_0.pdf

02:39:37 An apt metaphor if you remember the old way of doing a void with a cash register. A painful process.

02:44:06 Yes! I can relate. Who we are as people and not just librarians is important! I have had patrons wait for me because I am one of the few staff who speak Spanish

02:45:53 Your face doesn't fit the lens the library wishes to project. They will use your work but assign credit and legitimacy to another. Not lens, image.

02:46:50 [To commenter at 02:45:53] oof that's so rough, especially when the credit and legitimacy translates to a pay raise for someone not you

02:47:11 Barriers to promotion, invisibility. "Transparency" in name only.

02:47:14 [to commenter at 02:46:50] precisely

02:47:58 The institutional barriers embedded within our systems of oppression are staggering

02:48:20 *PLP - I believe this is the workbook, but we can confirm with Stacy shortly.

02:48:26 Whiteness, staff displaying "professionalism", higher classifications being heard while others are not

02:48:29 [To commenter at 02:47:14] "assign credit and legitimacy to another" so true and deep. Thank you for bringing that into light!

02:48:41 *PLP - Slides are not available but the recording will be saved.

02:48:54 Do expectations for staff say 100% of the time?

02:48:58 or simply being allowed to be proud of your own achievements in a space of constant hurdles

02:49:12 *PLP - as a note, in the program packet, we note with each presentation description whether we will be able to upload the slides.

02:49:27 hurdles = meritocracy = civil service system

02:50:03 ^^

02:50:09 As a Black man, I've had Black students and young patrons come to the library after school and just to see me. Whether it's for homework help, research assistance or Makerspace projects, the Black and Hispanic kids tend to gravitate toward someone that looks like them.

02:50:15 *PLP - For those interested in creating your own transcript of the talks, I recommend Otter.ai. We will also try to save transcripts from webcaptioner

02:50:33 [To commenter at 02:48:58] - right !!!!

02:51:54 [To commenter at 02:50:33] !!!

02:52:02 The idea of language being used to obscure and avoid talking about black, brown, indigenous etc is exactly what "all lives matter" does

02:52:02 It can be real to be an ally. Putting up a display on Anti-Semitism, I was approached by a Black patron and we had a deep conversation.

02:52:25 ^^

02:52:26 [To commenter at 02:50:09] oh yes. There's a great book I read yrs ago. Why Are all the Black Kids Sitting Together in the Cafeteria? By Beverly Daniel Tatum

02:52:33 [To commenter at 02:50:09] Yes!

02:53:54 This is why I brought up retention earlier.

02:54:18 Ooof -- that Jez Humble quote resonates.

02:54:24 [To commenter at 02:52:26] thanks for the title suggestion! I'll check it out.

02:54:29 The Humble quote is exactly it.

02:54:29 That Jez Humble quote rings real true

02:55:54 [To commenter at 02:52:26] such a great book rec!

02:56:46 Using acronyms for everything often seems to suppress our ability to talk about identities and situations. Sometimes I don't recognize acronyms, so I have trouble understanding how someone might be identifying.

02:57:20 Omg so good. Thank you Stacy!

02:57:26 Great Code Switch episode on use of BIPOC
<https://www.npr.org/2020/09/29/918418825/is-it-time-to-say-r-i-p-to-p-o-c>

02:57:54 What [commenter at 02:57:20] said :)

02:58:06 THANK YOU!!!

02:58:45 And if you know the group, and their preference locally, you can use that.

03:00:31 Stacy Slays

03:00:35 How do we change that system of power hoarding when it is so entrenched?

03:01:17 yes, how do we address hierarchies and traditions that are deeply entrenched?

03:03:11 anyone have Stacy's Twitter @? I want to follow!

03:03:25 Project Ready is awesome! I did it while my library was closed to the public.

03:03:27 Yup! Apologize later

03:04:01 Alexandra Birnbach: @darkliterata

03:04:02 I'm working on Project READY now and I highly recommend!

03:04:20 Thank you Stacy!

03:04:23 thank you stacy!

03:04:28 thank you!!

03:04:28 Thanks!

03:04:31 Thank you, this was wonderful!

03:04:32 Thank you, Stacy!

03:04:33 I really appreciate the acknowledgement of the front line workers at libraries who are often not included in the decisions often made by the "professional" staff, thank you Stacy!

03:04:33 Thank you Stacy! I learned a lot!

03:04:36 Thanks so much, Stacy! My brain is on fire! :)

03:04:36 Thank you so much, Stacy! I love your Twitter!

03:04:38 So well done, thanks!

03:04:40 Thank you Stacy!!!!

03:04:41 Very informative, thank you, Stacy!

03:04:42 Thank you - very thought provoking and helpful!

03:04:42 Thank you Stacy!

03:04:42 Thanks Stacy. That was great! There are a lot of folks who aren't here that need to see this presentation.

03:04:46 Great presentation, thank you Stacy!

03:04:47 Thank you!

03:04:58 Chela Lucas: Thank you Stacey!!

03:05:00 Great talk, and some of the best slides I've seen. Thank you!

03:06:12 *PLP - Project Ready <https://ready.web.unc.edu/>

03:09:11 🙌🙌🙌🙌🙌 Stacy,! Thank you!

03:10:45 oh I love this

03:12:14 Amazing video and amazing use of My Chemical Romance!

03:12:32 *PLP - I will post the video on padlet too

03:12:43 THIS IS AMAZING!!!! Can't wait to share out widely!

03:12:43 Is it possible to get the link so we can watch it later without the lag?

03:12:46 <3

03:12:53 Language, Power and Oppression in the LIS Diversity Void is Stacy's Book

03:13:00 wooooooo

03:13:18 The original Black elite : Daniel Murray and the story of a forgotten era / Elizabeth Dowling Taylor

03:15:06 We had Coco Buttah at the library last summer doing a drag makeup tutorial program for our teens. It was a huge hit.

03:15:23 They look amazing.

03:15:27 Rock on, Coco! So good

03:15:27 That was fantastic!

03:15:39 Coco! <3

03:15:43 That was awesome

03:21:15 Toms, Coons, Mulattoes, Mammies & Bucks: An Interpretive History of Blacks in American Films, how does this translate into today's conversation?

03:21:21 LAPL is proud to be part of the CREI cohort.

03:25:10 *PLP - Slides will be uploaded to the website and padlet.

03:33:55 *PLP - If you all have any questions for Chantel and Patty, please enter them in the Q&A

03:38:13 Freedom libraries : the untold story of libraries for African Americans in the South / Mike Selby

03:38:24 As a background for the conversation on racial equity in libraries, I highly recommend GARE's Advancing Racial Equity in Public Libraries: Case Studies from the Field, available here: <https://www.racialequityalliance.org/resources/advancing-racial-equity-in-public-libraries-case-studies-from-the-field/>

03:39:10 Thanks [to commenter at 03:38:24] for that.

03:42:35 I notice the word "Exhausting" is used and this work certainly can be!

03:45:17 *PLP - <https://www.santamonica.gov/press/2020/09/16/2020-2021-online-public-library-series-be-the-change-inclusion-diversity-equity-and-antiracism>

03:48:41 *PLP - You can continue to share your own resources and comments on the conference padlet, as well! <https://padlet.com/plpsdc/foI2020>

03:49:43 Patty Wong - Santa Monica Public Library: patty.wong@smgov.net

03:49:44 Thanks!

03:49:50 Thank you, Patty and Chantel!

03:49:54 Thank you!

03:50:14 Thank you for CREI :-)

03:50:21 Thanks for the presentation and all the fabulous CREI leadership and work, Patty and Chantel!

03:50:32 Really interesting, thank you!

03:50:34 Thank you Patty and Chantel!

03:50:53 Thank you very much!

03:50:56 Thank you Chantel and Patty!

03:51:01 *PLP - as well as the padlet for discussion!

03:51:06 Thank you Patty and Chantel! We appreciate the work you are doing!

03:51:09 Thank you both!

03:51:13 Jené Brown: Well done Chantel and Patty!

04:04:32 *PLP - A wonderful conference!

04:05:55 That was such an amazing symposium!

04:06:29 Is there an archive of this symposium?

04:07:08 Denver Symposium: <https://workplace-racial-equity-symposium.heysummit.com/replays/>

04:07:52 *PLP - Thank you Ozy!!

04:08:56 That is the norm for attendance.

04:09:27 It's one of the reason's to have a small fee... it helps with accountability

04:09:31 Thank you Ozy

04:09:33 Thank you Ozy!

04:09:35 Thank you!

04:09:37 Thank you Ozy!

04:09:39 Thank you very much, Ozy!

04:10:13 Thank you Ozy!

04:10:20 Chantel Walker: Great job Elaine, Fiona and the whole PLP Team!

04:10:31 Chantel Walker: Thank you Ozy

04:22:27 Ozy (she/hers): Namrita S. Singh, PhD MSc
Founder & Principal Advisor
Health Research Toolbox: Health Equity & Action Research Tools (HEART)
namrita@healthresearchtoolbox.com

04:23:13 Ozy (she/hers): Here is the survey: <https://bit.ly/DPLequity>

04:24:40 What about apprenticeships? Like for the trades? If you are for example in the IBEW apprenticeship you work AND supported by the union go to school one night a week as a foundation.

04:24:45 Health equity is a great example.

04:25:08 I bring it up a lot, as a former consumer health librarian, and people think I'm off base.

04:25:26 In the Bay Area - affordable housing is part of the issue for the profession - we need to be paid more which would also make it a worthier program to commit to, economically - either for the few interested that have not been displaced or relocated and also as an incentive to get people to move here

04:25:47 ^^^

04:25:49 ^^^^^^

04:25:55 ^^yes!

04:27:22 Word! So many people need a working spouse with a high enough income or be living single on a shoestring to make it work.

04:27:35 Pacific Library Partnership: ^^^

04:27:39 ^^^

04:28:14 Yes, housing, and It's people with disabilities riding transit currently. People are now talking like bikes will solve all issues. Sadly, not so.

04:28:37 Health and Wellness is difficult when the services do not address the specific needs of folks of color. We have different realities/fears in this area - for historical reason - it doesn't feel safe to be vulnerable or weak in this profession. Self Care is imperative

04:28:47 ^^^

04:29:47 I agree. Just took an online class on self care that could have been much stronger on DEI.

04:31:46 THIS RIGHT HERE.

04:32:06 * PLP - Yes!

04:32:07 Ozy (she/hers): tricia is my bishop!

04:32:11 Ozy (she/hers): Nap ministry

04:32:44 @TheNapMinistry

04:33:33 Ozy (she/hers): this is the nap ministry blog: <https://thenapministry.wordpress.com/>

04:34:01 Also follow @Kaetrena

04:34:02 Even the term "self-care" has been construed and used to where it is inherently privileged - when really it is imperative for everyone

04:34:24 * PLP - Yes and capitalized on

04:34:32 Ozy (she/hers): and a really good podcast episode about the nap ministry's work: <https://podcasts.apple.com/ca/podcast/tricia-hersey-on-rest-communal-care/id1213443908?i=1000491883893>

04:35:19 ^^YES. If you're always hustling just to live, you don't have time to self care. And then you feel guilty when do try to do self care because you feel like you should be doing something, anything productive

04:35:22 [To commenter at 04:35:19] - TRUE

04:35:56 speaking truth Stacy

04:36:25 self care needs to be integrated in everyone's work at every level

04:37:34 Rachel Cargle's accounts on Instagram: @rachel.cargle, @thegreatunlearn, @thelovelandfoundation

04:37:35 Yes issues of control of Black bodies and control of Black bodies in space. oppression of young people

04:38:08 Yes, and workers should also be supported by the institutions we work for, so that we're not only told to "self care" as a solution for all of our issues (that go beyond simple self-care and into issues of oppression & inequity)

04:38:26 ^^^^^^

04:38:27 ^^

04:38:32 ^^ yes Michele!

04:38:42 Alison Macrina, Library Freedom Project:
<https://medium.com/@libraryfreedom/its-not-enough-to-say-black-lives-matter-libraries-must-divest-from-the-police-2ab4adea58f1>

04:38:42 Alternatives to policing is huge - when you do need to act to ensure safety, calling the police is challenging -

04:38:47 ^^^

04:39:05 [To commenter at 04:38:08] WORD!

04:39:40 there is a group of folks in abolitionist library association working on this

04:39:54 Ozy (she/hers): loved that article! we had all of our branch managers read it and then created space for conversation around it

04:40:55 Alison Macrina, Library Freedom Project: thank you Ozy, we really took a lot of inspiration from DPL!

04:41:38 As we look at the cultivation of racial equality and inclusion, ultimately how has this strengthened the institutions and our inclusion in the direction of building libraries?

04:41:58 real talk

04:42:58 Alison Macrina, Library Freedom Project: you can subscribe to the mailing list here <https://lists.riseup.net/www/subscribe/abolitionist-library-association> we meet every 2nd and 4th monday at 2 pacific/5 eastern on zoom and details go out on the mailing list

04:45:19 Have trained my staff to only call police in an absolute emergency. Staff training and buy-in is the key!!

04:47:36 *PLP - Padlet: <https://padlet.com/plpsdc/fo12020>
Evaluations/Surveymonkey:
Day 1: <https://www.surveymonkey.com/r/8TCX3QY>

04:48:00 Allyship

04:48:10 Unions are supposed to protect employees in lower level positions who confront management.

04:49:12 Alison Macrina, Library Freedom Project: you're right, thanks for that feedback

04:49:16 Important point. Thank you!

04:49:49 I had a great senior librarian who had a great relationship with the teens so when I came in they respected me because I respected them. I keep in touch with some of those teens who are now in their 20's and they all tell me that if it had not been for the way we engaged with them, they would have acted out. They respected the library because we made sure they knew it was theirs and to take care of it. I wanted to make sure they had a great experience in the library because I did not what was going on at home or school. They knew it was a safe space for them.

04:50:47 Definitely Ozy. Part of self care is recognizing the history of harm.

04:50:48 ^^^

04:51:23 totally agree. I worked in the UK and we had trainings about working with people who are neurodiverse, and especially destigmatizing neurodiversity and how neurodiverse people wanted us to act and diffuse a situation when that was needed (i.e. when someone was behaving in a way that was disruptive and agitated, for example). It feels like here the default assumption is that people who are visibly neurodiverse are suspicious and dangerous, and calling the police is a default reaction.

04:53:55 Alison Macrina, Library Freedom Project: <https://www.wehere.space/school>

04:54:13 * PLP - Vocational Awe: <http://www.inthelibrarywiththeleadpipe.org/2018/vocational-awe/>

04:55:15 Ozy (she/hers): Here is an equity tool we've been using at DPL: <https://drive.google.com/file/d/1UVEub55wKwbDIZPn3gsfcogX1CRPGo7m/view>

04:55:31 Thank you for the awesome panel!!!!

04:55:33 *PLP - <https://www.sanantonio.gov/Equity/Initiatives/BudgetEquityTool>

04:55:45 Ozy (she/hers): and resources from symposium: https://drive.google.com/file/d/1SwcBku_FImVFX-evkNtrM6OeCL_I0c43/view

04:55:52 thank you!

04:56:05 Thank you all for your wise and informative presentation!

04:56:08 Thank you to all

04:56:14 I love coming away from librarian centered events. for the great resources and readings! Thank you for a great panel.

04:56:17 Thank you, all. Thank you, PLP.

04:56:17 This was an incredible panel. Thank you for the abundance of knowledge and resources

04:56:18 Thank you! So much information to take back to the Library!

04:56:19 thank you for this opportunity <3

04:56:20 This has been a great experience, thank you!

04:56:25 Amazing panelists! Thanks everyone!

04:56:30 Great job, organizers, speakers, and panelists!

04:56:32 Thank you Stacy, Ozy, Chantel, Alison! This was fantastic

04:56:40 Thank you everyone! This was a great event!

04:56:42 Ozy (she/hers): thank you all for sharing your time with us!

04:56:47 Many thanks, everyone!

04:56:48 Thanks everyone

04:56:49 Thank you all for a wonderful discussion. Truly awesome.

04:56:52 This was a great way to close the day. Thank you!

04:56:55 This was a great conference thank you for the opportunity everyone! :]

04:56:57 Thanks. Very thought provoking. 'See' you all tomorrow.

04:56:57 Thank you to all the panelists! This was such a great panel.

04:57:02 Open Chat at end of day: Join Zoom Meeting

04:57:04 Wonderful presentations and conversation, thank you all so much!

04:57:04 Empowering, aspirational, outstanding presentations today. Thank you for sharing your gifts, wisdom and knowledge with us!

04:57:07 Great day and great conversation everyone!!!

04:57:08 Thank you!

04:57:09 Thank you panelists and organizers - what a wonderful day of thought, learning, reflection, inspiration

04:57:10 Thank you to everyone, especially the panelist. :D

04:57:13 Stacy, Ozy, Alison and Alison, Thank you!

04:57:14 Thank you to everyone! Looking forward to tomorrow!

04:57:26 Thank you panelists and facilitators!

04:57:27 Thank you! - From Hagerstown MD

04:57:28 Thank you! FOL is always so timely, recharging, illuminating.

04:57:28 Thank you all! What a great panel of speakers.

04:57:30 Thanks, Elaine and Fiona. :) Great work.

04:57:32 Grateful for all of you, this was really good

04:57:36 Thank you all!!!!

04:57:49 Thank you all very much