Identity Politics: The Weightiness of Black Womanhood in LIS

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Identity Politics

The Weightiness of Black Womanhood in LIS

Presented at the 11th National Conference of African American Librarians
Presenters

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GroupAgreements

- What's said in this space stays in this space.
- Discuss ideas and thoughts, not the person/people sharing them.
- Take risks and encourage others to do the same.
- Make space, take space.
- Others?
Learning Outcomes

1. Learn about the juxtapositions of inhabiting the librarian role as it relates to Black womanhood.

2. Understand the significance of Kimberle Crenshaw’s work on structural intersectionality as it pertains to experiences of Black women.

3. Examine different definitions of value based on the identities we inhabit and how it is different for Black women.
Today's Conversation

- What does the literature say?
- Panel Discussion Q&A.
- How do we move forward?
- Questions for the audience.
Intersectionality

What is it?
Who created it?
Does it mean, what you think it means?
How We’re Taught to Understand Intersectionality
What intersectionality was actually intended to address
Examples Of How Intersectionality Affects Black Women in LIS

- The Myth of Achievable Excellence
- The 125% Rule
- Gig/Shift Work Inequities
- Balancing Professional and Personal Life
- The Forever Interim Role
- All Skinfolk Ain’t Kinfolk Cautions and many more...
What are some barriers to entry in the field? (Public, Academic, Special Library)
How is obtaining tenure successfully different for Black Women?
Q & A

Are promotions created equal?
Q & A

What is your experience with short term opportunities and their meaning in your career?

What considerations do you think about when approaching an opportunity?
In what ways have you had to create your own opportunities when trying to go the traditional route didn’t work?
How has the weightiness of your identity played out in how you're asked, if you're asked, to take on projects or respond to crises?
Q & A

How is pursuit of leadership complicated when you are a Black woman? What about during the pandemic?
A complaint, request, or observation: Are you allowed to make the latter without it being perceived as the first?
Q & A

Even when you feel secure in learning the rules, what do you do when you realize that not only the rules have changed, but the whole board is shifting?
Resources
How do we move forward?

Build Bridges

Encourage & Support

Practice Self Care
Bridge Building Within LIS

- Engage in professional mentorships & sponsorships
- Identify and share networking opportunities
- Share information, best practices, tools, and tips
Bridge Building Within LIS

- Recruit more African American and BIPOC into LIS programs
- Help shape hiring practices related to recruitment and retention
- Advocate for equitable salaries
Encouragement & Support

- Professional library organizations
- African American professional organizations
- Support Black scholarship
Practice Self Care

Guard Your Health & Wellness

Know Your Bandwidth

Choose Your Battles
Questions for the Audience

Resources Handout

https://bit.ly/3rfY2Od
References


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