

New Job, Who Dis?

On addressing ageism, peer isolation, and other fun things in your (next) job

Diane Dias De Fazio (@thearchibrarian) | she / her
The New York Public Library

Find Yourself: Developing a Professional Identity in Art Librarianship Interactive Panel

ARLIS/NA 2019 | Salt Lake City | March 29, 2019 || #ARLISNA2019

Overview.

This segment of our session hopes to address the challenges we face at work, as expressed through and influenced by:

- Self-identity and self-worth
- Ageism beyond the recognized definitions
- Peer isolation
- Reaching out through outreach

We will conclude with a small group discussion and then report back, along with the other groups.

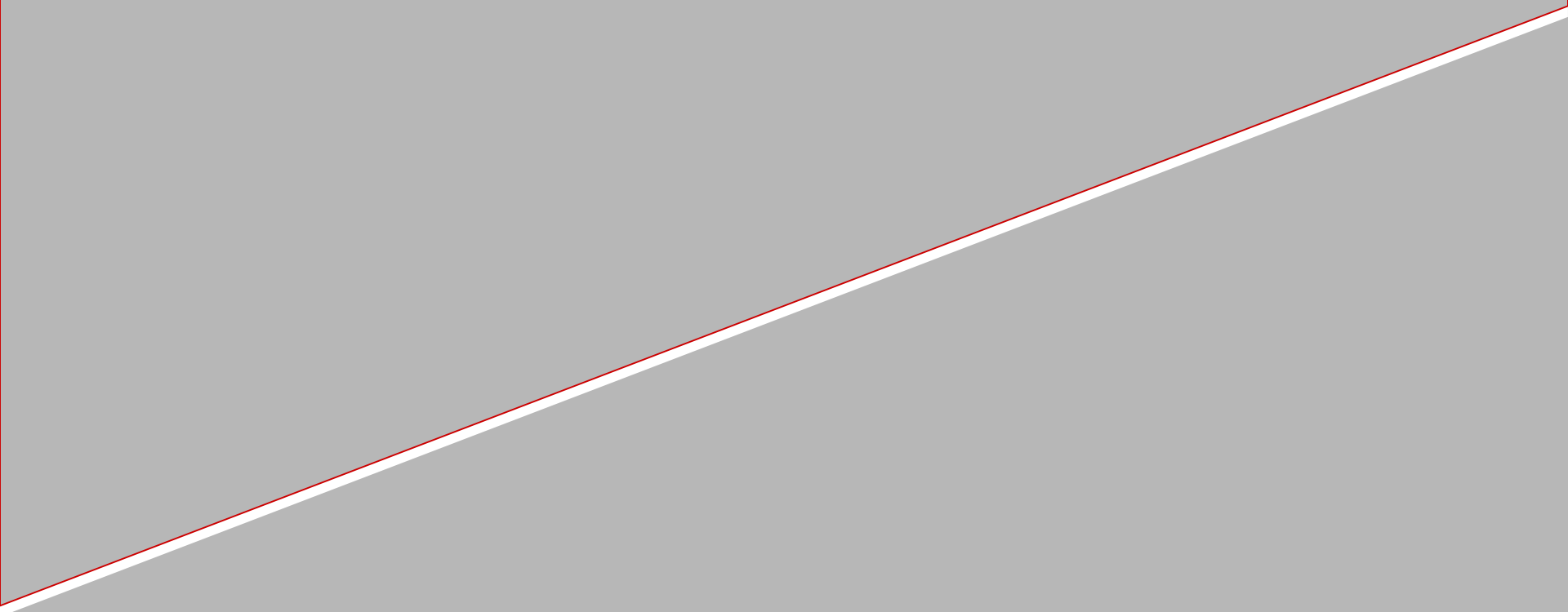
This is a safe space, and your anonymity will be respected. Please tweet responsibly.

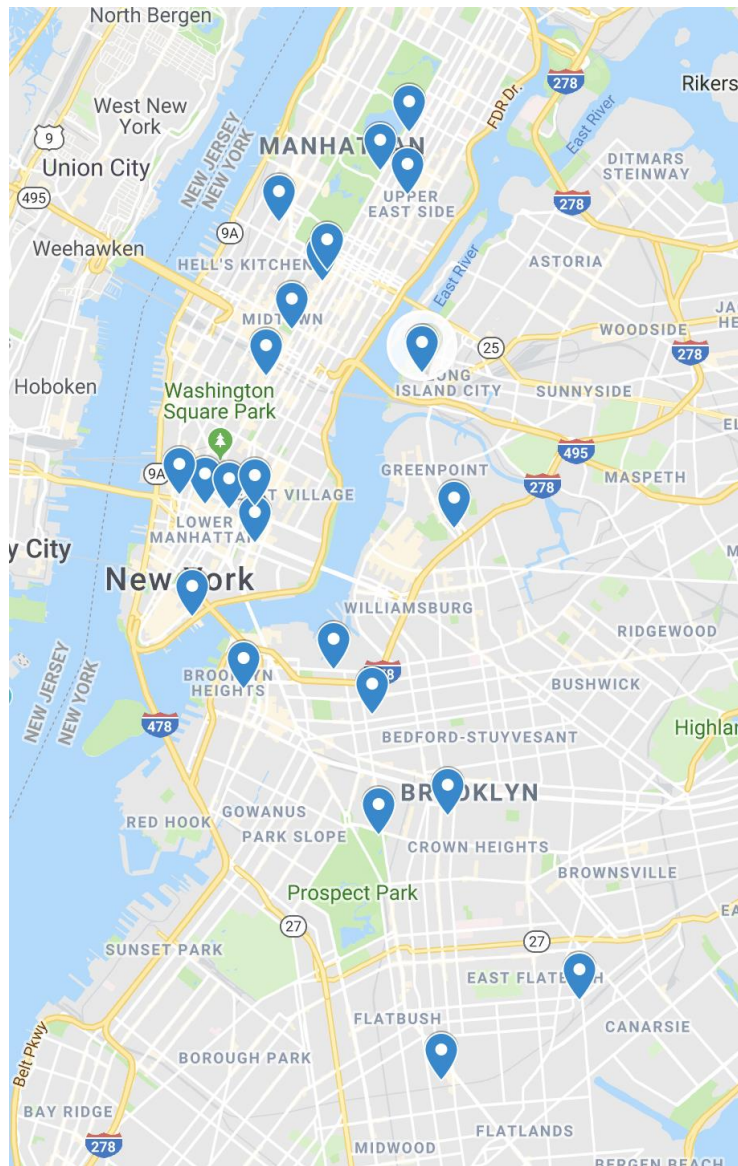
Who Does She Think She Is? (and related questions)

You worked really hard to
get where you are, and
that is not nothing.

You deserve to be here.

Travel / Time.





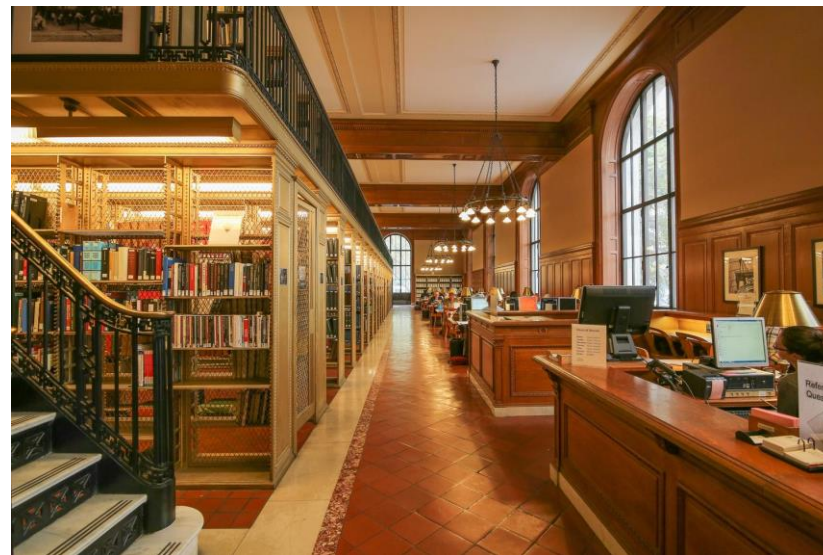
You, too, can make a map of your previous employment!



Brooklyn College, Brooklyn College Library and Academic IT
(<http://www.brooklyn.cuny.edu/web/library.php>)

Stephen A. Schwarzman Building, The New York Public Library, Astor, Lenox and Tilden Foundations

Divisions / Division.



Irma and Paul Milstein Division of United States History, Local History and Genealogy; Lionel Pincus and Princess Firyal Map Division, The New York Public Library, Astor, Lenox and Tilden Foundations

Ageism.

"I often find that my older colleagues underestimate me until I prove them wrong. New patrons ... treat me differently over the phone/email than they do in person. I have authority over the phone, but once they meet me in person I am, 'Honey', 'Sweetie', and 'You're so young—wow'."

--Anonymous survey participant, IMLS/RBS Fellows Survey on Early Career Librarianship, 2017.

Outreach / Reaching Out

The IMLS-RBS Fellowship for Early-Career Librarians

2016 IMLS-RBS Fellows



Daniel Arbino
MLIS Student
Knowledge River Program at the
School of Information
University of Arizona



Ralph R. Baylor
Assistant Librarian
Public Services
Pritz Art Reference Library



Barrye O. Brown
Reference and Outreach Archivist
The Avery Research Center for
African American History & Culture
The College of Charleston



Angelique M. Carson
Library Director
John and Bonnie Boyd
Hospitality & Culinary Library
Southern Food & Beverage Institute



Alyssa E. Carver
Kald Collection Archivist
Special Collections Library
The Pennsylvania State University



Amalia Castañeda
Collections & Digitization Assistant
Special Collections and Archives
Cal State University, Los Angeles



Loree Clark
Archives Assistant
Special Collections and Archives
University of California, San Diego



Wanett Clyde
Part-Time Senior Librarian
Information Services
Brooklyn Public Library



Lisa Cruces
Hispanic Collections Archivist
Special Collections
University of Houston



Agnieszka Czeblakow
Rare Books Librarian
UTSA Librarian Special Collections
University of Texas at San Antonio



Zayda Delgado
Public Services Assistant
Special Collections
& University Archives
University of California, Riverside



Diane Dias De Fazio
Librarian
Brooklyn College and
New York Society Library



Gabrielle M. Dudley
Instruction Archivist & QEP Librarian
Stuart A. Rose Manuscript, Archives
& Rare Book Library
Emory University



Maria Fernandez
Graduate Student
School of Information, LLLIAS
The University of Texas at Austin



Megan L. Goin-Diout
Young Adult Senior Librarian
Brooklyn Public Library



Jose Cruz Guerrero
MLIS Student
School of Library
& Information Science
Wayne State University



Kelli Hansen
Print Collections Librarian
Special Collections and Rare Books
University of Missouri Libraries



Monique Lassere
MLIS Student
Graduate School of Library &
Information Science
University of Illinois
at Urbana-Champaign



Shanee' Yvette Murrain
Director of Library Services
Payne Theological Seminary



Spring Storm Stoker
Program Manager
Public Administration
University of Hawaii

We've got questions, you've got more. Let's talk.

- How many here work with people with whom they identify?
- Does anyone have an example of an experience of ethnic stereotyping at work? What did you do?
- Ageism is defined as "prejudice or discrimination on the grounds of a person's age" (*Webster's American Dictionary*). Have you experienced this bias? What are some strategies you used to deal with this?
- A lot of early-career librarians find themselves in a position of moving to start that first job after library school. Relocating can often mean restarting, and working with and in a community that is new, can be challenging.
 - What strategies or skills have you used to feel comfortable in a new place?
 - What have you witnessed others do well, or badly?
 - How can we better serve our peers and future colleagues, based on these experiences?
- Age isolation is experienced in a lot of ways, eg, working with exclusively married colleagues, working with students, &c. Have you experienced this? What did you do?

Thank you!

Diane Dias De Fazio
diane.diasdefazio@gmail.com

IG: @archibrarian

T: @thearchibrarian