



ETHNIC MINORITY CONCERNS

SUPPORTING DIVERSITY IN LIBRARIES

NORTH CAROLINA LIBRARY ASSOCIATION

REMCo News

Winter 2018

Greetings from the Chair

As we begin to wind down to reflect on the past year and set new goals, I encourage you all to take time to consider the ways you can take care of yourself and gather renewing energy to continue your work. I attended the Joint Conference for Librarians of Color in September, and one topic I frequently found participants engaging in was the importance of self-care. It is essential we acknowledge the effects of stress, fatigue, and emotional labor on our physical and mental well-being. I hope you all can find time at the end of this year to mindfully check in, and I challenge you in the new year to actively, without guilt, practice self-care. We all have critical work to do, and we all deserve time to renew ourselves to do it.

I am looking forward to working with you all in the new year.

Jewel Davis



Welcome from the Vice-Chair

We are gearing up for an exciting time for libraries in the coming year. In a time of political and social discourse we have the opportunity as agents in a service field to be a beacon of civility to the public in which we serve. REMCo strives to be a voice for underrepresented ethnic groups in the field of librarianship. We continue our commitment by asking what can we do to better represent the groups whose voices are seldom heard, providing professional development opportunities to educate and inform, and continuing to be a vehicle for positive change. I pose this question to you. How will you be the beacon of civility in time of change, and how will you do it through REMCo?

Marcellaus Joiner



New Dawn for Libraries: A Conversation with Dr. Carla Hayden

On Saturday June 23, 2018 at the ALA Annual Conference I had the honor of attending New Dawn for Libraries: A Conversation with Carla Hayden. It was one of the highlights of my trip to the Big Easy. Admittedly, I was taken aback with the size of the room that the conference selected for Dr. Hayden's Conversation session. It was a tight squeeze, but I left my prior session early so that I could get a chance to hear her story and possibly get my copy of *The Card Catalog: Books, Cards, and Literary Treasures* signed. I made my way to the third row from the stage. Prime distance to hear the discussion and possibly get the opportunity to ask Dr. Hayden a question. The session began with an introduction of Dr. Hayden by former ALA President Courtney



Young. It has been months since this session but one of the takeaways of Dr. Hayden's talk was her humble beginnings as a children's librarian and her journey to becoming the Librarian of Congress. It made me think of my own career and having the mindset of how leading from where you are can take you to places that you would never imagine. Don't settle for good enough, but press yourself to be out of the ordinary. At the end of the session, I was the last person to ask Dr. Hayden a question. I took the opportunity to ask her to autograph my employee's as well as my copy of her book. I also got the opportunity take a photograph with her as well. Meeting her and hearing her story is confirmation for me to continue to be more in my profession than just the librarian behind the desk. -Marcellaus Joiner

Supporting and Advocating for Transgender and Gender-Variant People

On May 11, 2018, Kai Ewing gave a presentation on supporting and advocating for transgender and gender-variant people at the Joyner Paraprofessional Conference at East Carolina University in Greenville, NC. This year's theme was *Navigating the Path to Diversity*, and Kai's presentation demonstrated how this topic is both, a) in alignment with broader library missions to support and encourage diversity, and b) absolutely crucial to build into policies, practices, and training materials. Their presentation covered a variety of information, from basic definitions/knowledge to tangible actions that can be taken to support and advocate for gender-diverse users and colleagues in the workplace. As a supplement to the presentation, Kai developed and provided a rubric for critically assessing library space, collections, and staff training/development with regards to gender identity. In addition, a Google Doc containing a collection of additional readings and resources was assembled and provided to participants.

- Presentation slides: tinyurl.com/ya9tnz55
- Additional Readings & Resources (AR&R) document: tinyurl.com/y8cphl2e
- Assessment rubric: tinyurl.com/ycydybm7
- Scenario packet for practice: tinyurl.com/y8rqzr3m

Save the date for our rescheduled event!



REMCo Presents: Ask the Professionals

Friday, March 08, 2019

Perkins Library | Duke University

411 Chapel Drive, Durham, NC 27708

Join us as library professionals discuss the current state of librarianship, share their journey to becoming librarians, and offer career advice and insight into the profession.

Featuring Keynote Speaker Wanda Kay Brown, 2019 -2020 ALA President



Wanda Kay Brown is the Director of Library Services for the C. G. O'Kelly Library. A 1977 graduate, she returned home after nearly three decades of comprehensive library experience. Prior to her appointment, she served as the Associate Dean of Wake Forest University's Z. Smith Reynolds Library. A leader in her profession, Brown has served as President of the North Carolina Library Association and President of the Black Caucus of the American Library Association. She is the 2015 recipient of the DEMCO/Black Caucus Award for Excellence in Librarianship and the 2013 University of North Carolina – Greensboro School of Education, Outstanding Alumni Achievement Award.

Distinguished Panelists

Wanda Kay Brown, Director of Library Services of O'Kelly Library at Winston Salem State and 2019-2020 ALA President

Michael A. Crumpton, Assistant Dean for Administrative Services at Jackson Library at UNCG and current NCLA President

Sarah Koonts, Director of Archives and Records at the State Archives of North Carolina

Mariel Christian, Senior Manager of Library and Information Services at RTI International

Gerald V. Holmes, Reference Librarian and Diversity Coordinator at Jackson Library at UNCG

Program Agenda

9:45 Registration and coffee

10:00 Welcome

10:15 Keynote, Wanda Kay Brown

10:50 Panel discussion with library professionals

12:00 Networking lunch (included in registration)

12:45 Small group discussions*

1:30 REMCo business meeting (all are welcome)

*Participants will rotate through two 20 minute breakout discussions of their choice on: Networking, Career Advice, Job Hunting, and Resume Review.

Registration opens in 2019

\$18.00 for REMCo Members

\$25 for Non-REMCo members

Library Science students and new library professionals are encouraged to attend!

Contact Marcellaus Joiner at marcellaus.joiner@highpointnc.gov for more information

REMCo Member Spotlight and News



Valerie Pierce

Please tell us a little about yourself and what you do professionally.

Valerie Pierce is the Library Manager for the Wake Forest Community Library. It's a part of the Wake County Public Library System. After receiving a work study assignment in the library while she was an undergraduate student, Valerie became interested in librarianship as a possible career path. She later received her undergraduate degree from Meredith College in Art/Graphic Design (2007) and her MLS from North Carolina Central University in 2011. Valerie was also selected as a NCCU IMLS Diversity Scholar for the 2009-2011 cohort. Throughout her career, Valerie has had the pleasure of working in different library environments including public, academic, school, and special. Each experience has given her

the opportunity to work with a wide variety of librarians and patrons from diverse backgrounds. Valerie's unique experiences have given her the ability to thrive in multiple library settings throughout her career. Valerie is also a very talented artist who loves creating the human form via charcoal and abstract acrylic paintings.

Why did you choose to be a member of REMCo?

Valerie decided to become a REMCo member after she attended a workshop presented by the roundtable in 2016 titled "Recruiting Underrepresented Populations to the Library Profession - Next Steps." This workshop was so informative, and she knew then the work the group was doing was important to our profession. She's extremely passionate about the field of librarianship becoming more diverse and reflecting the communities we serve. She looks forward to becoming more active in the group in the upcoming years.

Valerie can be found on LinkedIn at [linkedin.com/in/valeriepierce](https://www.linkedin.com/in/valeriepierce) and Twitter at twitter.com/librarianwtswag

Member News

Congratulations to Kai Ewing for receiving UNC Chapel Hill's first LGBTQ Center Faculty/Staff LGBTIQA Advocacy award on May 6, 2018, and stay tuned for their upcoming publication:

Ewing, K. & LGBTQ Center of Durham (Spring 2019). Beyond Dewey: Creating an LGBTQ+ Classification System at the LGBTQ Center of Durham. In B. Mehra (Ed.), LGBTQ Librarianship in the 21st Century: Emerging Directions of Advocacy and Community Engagement in Diverse Information Environments (Advances in Librarianship Series). Bingley, United Kingdom: Emerald Group Publishing.

REMCo Member Spotlight and News



Joan Hill

Please tell us a little about yourself and what you do professionally.

Greetings!! I'm Joan Hill. I am delighted to be selected for the member spotlight. I have worked in libraries for over 20 years. I started out working in libraries in 1995 as a high school student. I have worked in many areas of librarianship, including public, special, and academic library. I have experience in circulation, reference, instruction, archives/special collections, and public programming. Currently, I am the Reference & Instruction Librarian at Andrew Carnegie Library located on the campus of Livingstone College in Salisbury, NC.

Education

B.A., Political Science and Sociology, University of North Carolina at Charlotte.

MLIS, University of North Carolina at Greensboro, Recipient of IMLS Scholarship, 2009-2011, ACE Scholar.

Why did you choose to be a member of REMCo?

I was part of the first cohort of ACE Scholars. The Academic and Cultural Enrichment (ACE) Scholars program granted me the opportunity to become a member of both NCLA and ALA. It is important to me to be a part of professional organizations within the library profession. I learned of REMCo through an active member. I attended my first REMCo event at Elon University in October 2016. The event's focus was on recruiting underrepresented populations to the library profession. I was seeking to join a committee that spoke to me, not only as a librarian, but also as a librarian of color. I found REMCo to be a perfect fit.

Joan can be reached via email at msjmhill@gmail.com.

Conference Attendees

Reach out to our members who recently attended conferences to learn about trends and issues in librarianship and education.

Maxine Days (maxine.days@highpointnc.gov) attended the National Network of Libraries of Medicine Conference.

Marcellaus Joiner (marcellaus.joiner@highpointnc.gov) attended the ALA Annual Conference.

Jewel Davis (davisja5@appstate.edu) attended the Joint Conference for Librarians of Color, the North Carolina School Library Media Association Conference, and the National Council of Teachers of English Convention

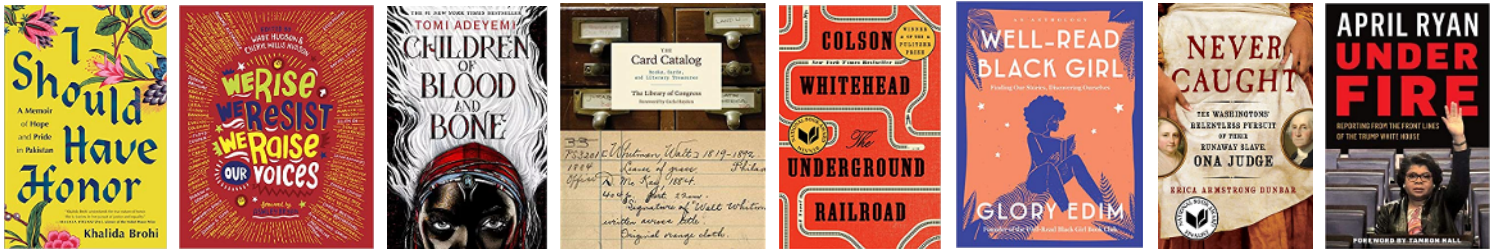
Graduation Spotlight: Brittany Champion, REMCo Co-director



Some of my best achievements in life originated from a dream that developed into something real. I began my journey into librarianship in 2011. I worked at Davis Memorial Library (Methodist University) as a Circulation Assistant for many years. I gained as many skills as I could. During my time there, I began taking classes at North Carolina Central University (Home of the Eagles). After graduating with my MLS in May of this year, I knew it was time to branch off and start a new journey into the adventurous world of the public library. I'm now working as a Reference Librarian at Wayne County Public Library in Goldsboro, NC. I'm always seeking ways to improve myself in the field.

A common question that I was asked during my interviews was *the difference between public and academic libraries*. I didn't truly discover the answer to that question until I began working at WCPL. The answer isn't the same for every librarian, but for me the difference was in the capacity in which I truly served the patrons who frequent the library. Over time, you learn the patron's story and their skill levels of the various elements within the library. Public librarians must be resourceful and most importantly exercise patience when searching for the appropriate information.

REMCo Recommended Reads



I Should Have Honor: A Memoir of Hope and Pride in Pakistan by Khalida Brohi

We Rise, We Resist, We Raise Our Voices edited by Wade Hudson & Cheryl Willis Hudson

Children of Blood and Bone by Tomi Adeyemi

The Card Catalog: Books, Cards, and Literary Treasures by Carla Hayden

The Underground Railroad by Colson Whitehead

Well-Read Black Girl: Finding Our Stories, Discovering Ourselves by Glory Edim

Never Caught: The Washingtons' Relentless Pursuit of Their Runaway Slave, Ona Judge by Erica Armstrong Dunbar

Under Fire: Reporting from the Front Lines of the Trump White House by April Ryan

Call for REMCo Sponsored NCLA Conference Proposals

The REMCo executive board is seeking conference proposals on topics of equity, diversity and/or inclusion in librarianship for the 63rd Biennial NCLA Conference to be held in Winston Salem on October 15-18. If you would like to propose a conference session, please send a brief abstract (300 words or less) to Jewel Davis (davisja5@appstate.edu) by **January 19, 2019**.

REMCo Sponsored Webinars

We are planning our next Culture Conversations with REMCo series and would like to hear from you about the topics you are interested in. If you have any topic or speaker suggestions for the series, please contact a member of the executive board.

Past webinars can be viewed at sites.google.com/view/remcowebinars/past-webinars.

If you have expertise in a subject you believe may be of interest to our members, please consider contacting us to present a webinar. We want to support you and provide a platform for you to present your knowledge.

Share your news!

All current REMCo members can be contacted through the REMCo Google Group. If you have news, job announcements, questions, etc. feel free to reach out through our network. Email ncla-remco@googlegroups.com to post to the group.

Contact your REMCo Executive Board

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