

## REMCO Celebrates

### *Black History Month...*

*We remember the life and legacy of those who have come before us and have undeniably led the way for the freedoms we all enjoy today. We honor their contributions to this great society.*

## Welcome

by Jewel Davis, Vice Chair

*Greetings REMCO Members,*

As we plan for programs and the upcoming conference in the new year, I'd like to reflect on our work in 2016 and my hopes for 2017.

REMCO hosted three successful events in the fall. The first program, "Recruiting Underrepresented Populations to the Profession--Next Steps," featured guest speaker Linwood Webster and a variety of librarian and student panelists. As part of our Culture Conversations with REMCO, we held two webinars: "Race in the Professional Workplace: A Conversation with Adia Wingfield," and "Libraries and Social Justice: A Conversation with Sheila Kennedy." We also released our fall newsletter, featuring guest editorials, member articles, and member news.

Our fall newsletter featured an article on the November 2016 elections and was released before we knew the results. We are all very aware now of how divided our country still is. In light of our country's division, our work has become even more imperative. As librarians and REMCO members, we have the obligation to continue to serve the underrepresented groups who now may feel less certain about their voices being heard. REMCO plans to continue providing you with relevant programs and webinars that speak to your needs and these issues.

My hope is that we work to unite the populations we serve by empowering and teaching our patrons how to find informative and truthful media, discover resources that support them, and advocate for representation. My hope is that we also continue to serve all, not with anger, but with empathy and grace. 2017 may be a challenging year, but librarians are up to the task.

**Culture Conversations with REMCo  
has been a success thanks to our members!**



**Over 100 participants for three programs!**

Our first three programs in the series have been met with overwhelming interest from librarians across the country and we thank you for your support as we endeavor to keep the topics interested and relevant to our profession.

Let us reiterate that our guest's speakers' opinions are their own, but the premise of each of the Culture Conversations with REMCo discussions are about promoting dialogue around the themes of diversity, inclusivity, and addressing any inequality in library services, in addition to offering a variety of opinions about the issues that affect us. We encourage you to speak up, speak out, and let your voice be heard. And be sure to visit our [YouTube Channel](#) to watch the recordings.

If you have suggestions for webinar or program topics, please let us know! We are also soliciting ideas for topics for the upcoming NCLA Conference in Winston Salem, October 17-20, 2017.

**Submit your ideas here!**



## What a start to the New Year...

by Shamella Cromartie, Chair

Dear Jewel,

2017  
2016

January 2017 has been historic for so many reason: as we do annually every year, the nation celebrated the late Dr. Martin Luther King Jr's legacy on Monday, January 16, 2017, and his friend John Lewis encouraged us to get into "#goodtrouble" telling us to "never, ever give up the right to protest for what is right, what is good, and what is necessary." Many took the time to honor and thank President Barack Obama, our nation's first black President, whose term ended after 8 years in office on



Thursday, January 19, 2017. On Saturday, January 21, 2017, there was a massive "Women's March" on Washington and satellite marches in other major cities. And librarians at ALA's Midwinter Conference tackled the most pressing issues in librarianship and our Chief Librarian, Dr. Carla Hayden declared to America that "libraries are the key to freedom."

On a more local note, during our first Culture Conversations with REMCo on Impostor Syndrome hosted on Wednesday, January 18<sup>th</sup>, Joyce Roche, businesswoman extraordinaire, took the time to tell

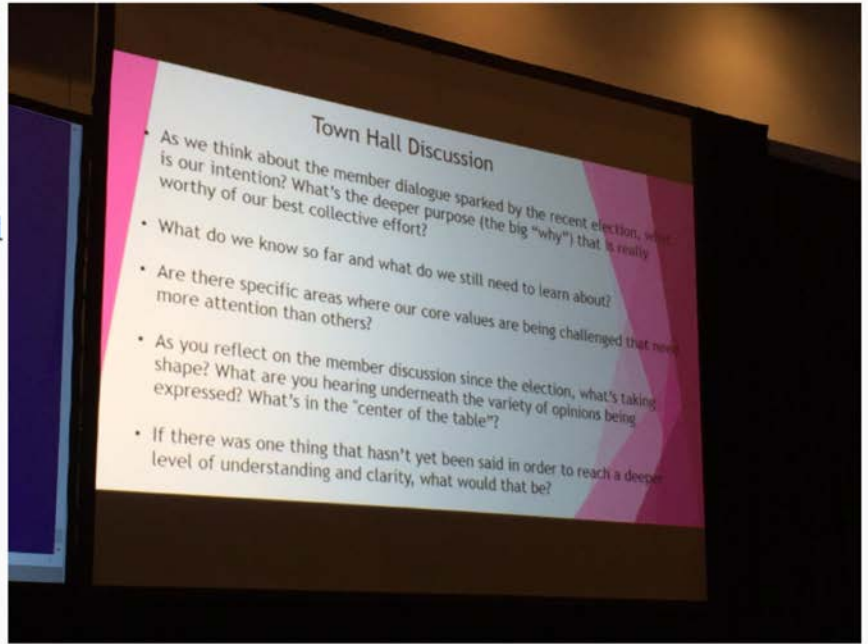
us to "learn to internally validate" yourself and instructed us to "bring your whole self to the party; don't rob your workplace of your authentic self."

And February is here—the time in which many of our libraries will host programs and put up displays to reflect on the Black community's many contributions to this great country's storied history for at least 28 days. In 2017, the executive board of REMCo hopes to extend that tradition to year round recognition of the contributions of minorities in the sphere of librarianship. Follow us on Twitter as we tweet about important contributions of African Americans in libraries and in the field librarianship.

---

We have so much to consider in our profession and for our roundtable as we move forward in 2017.

Courtney Young, ALA Past President, tweeted a picture of the starter questions for ALA's Town Hall Discussion. One of those questions stands out to me today: "Are there specific areas where our core values are being challenged that need more attention than others?" As REMCo members, with a keen interest in the representation of ethnic minorities in our profession and dedication to the communities we reflect, has our focuses shifted? Does it need to?



I echo our Vice Chair's sentiments: let us continue to serve with "empathy and grace" and I would add competence, both professional and cultural. But let us not reduce ourselves to dignified quotes, as there is much work to be done in our communities. Our next webinar with Dr. Ron Gant of North Carolina Central University's School of Library (February 16, 2017) and Information Sciences will challenge ideas regarding the digital divide in 2017 and how it affects minority populations. I encourage you to "attend".

Our commitment to promoting a dialogue surrounding diversity and inclusiveness in the profession and equality in the rendering of library services remains unchanged. Rest assured Jewel, for no event, recent, nor future, has changed our mission.

*Shamella Cromartie*  
MLS



## Featured Article:

### Challenges Facing Professionals of Color

by Dr. Adia Harvey Wingfield

Like many other social institutions, the workplace is one that both reflects and perpetuates racial inequalities. Some might assume that when workers of color reach professional, high status occupations, racial issues cease to matter. But sociological research shows that this frequently is not the case.

For a long time, when it came to examining race and work, sociologists studied mostly black workers in low-wage occupations. They found that poor blacks faced a number of disadvantages accessing stable employment—schools that did not provide quality education, closed social networks that left them out of channels through which employment information was shared, and employer stereotypes that they would be lazy, unreliable employees. Collectively, these structural processes created racial barriers that made it very difficult for working class or poor blacks to find and keep gainful employment.

It wasn't until the early 1990s that researchers began to consider that different but equally problematic issues might plague workers of color in professional occupations as well. In 1993, journalist Ellis Cose wrote of the “rage” that characterized black professionals in the middle class who had earned good educations, worked hard, found positions in white collar jobs, only to find that racial discrimination continued to limit their upward mobility, job opportunities, and professional status. Following this, other researchers noted that despite their employment in professional environments, many black workers found that they encountered racial discrimination, isolation, stereotyping, and marginalization that made advancement very difficult.

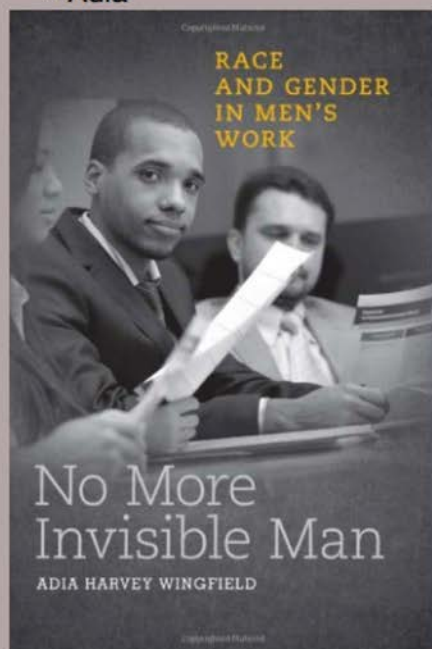
Sociologist Sharon Collins noted that these issues were driven by larger structural patterns. In a study of black corporate executives, she found that many were channeled into what she called “racialized jobs” where the work consisted primarily of serving as a liaison between the organization and minority communities both within and outside of the company. These jobs were on a separate track from the “mainstream jobs” that were not so focused on minority relationships, and they typically offered less pay, status, and prestige. And significantly, these jobs were subject to the whims of the political economy—they were created in large part as a response to social unrest and pressure for minority representation, which meant that when that pressure waned, organizations were expected to be much less supportive of these jobs in which black professionals were concentrated.



Since Collins's study, many of these issues persist for black professionals. But we also know that racial challenges plague professionals of color who are members of other racial groups. Research shows that despite being categorized as a "model minority," Asian Americans remain underrepresented at the highest levels of most occupational sectors. In fact, sociologists like Anthony Chen, Cliff Cheng, and Rosalind Chou have shown that stereotypes of Asian American men as passive, complacent, and meek work to their disadvantage in white male-dominated jobs that purport to value traits like assertiveness and dominance (think jobs in finance or law). Similarly, research by Gladys Garcia-Lopez finds that racial and gendered perceptions of Chicana attorneys as unqualified and/or people who don't conform to colleagues' images of what a lawyer "should" look like serve to curtail their opportunities in this profession.

My own research has documented that challenges for professionals of color persist in a number of areas—from navigating emotional expression at work to finding mentors to forming interracial alliances. As work conditions continue to change and professional jobs take on more currency in a knowledge, tech-driven economy, it is important to be mindful of how certain groups can still remain left behind.

~Adia





## ***A Word from Jenay, UNCG Diversity Resident***

Greetings REMCo members!

I hope you have all had a great and rewarding fall semester this year. Since I began in late July in the Reference, Outreach, and Instruction department, this semester has been a whirlwind of activity. I have served on the search committee for our new Online Learning Librarian, the Diversity Committee, and the Humanities Team. I have been involved in our library's Administrative Advisory Group, attended multiple workshops and webinars on teaching and Open Educational Resources and taught several sessions of English 101, Communications 105, and Freshman Seminar classes. I am also leading a collection project promoting the Young Adult and Graphic novel collection at UNCG. With this browsing section in the main foyer of the library's reading space, our main goal is to increase student interest and promote diverse titles and authors in Jackson library's collection.

I am planning to apply for the annual Will Eisner grant award, to help fund and build onto the existing graphic novel collection and incorporate these into the library instruction curriculum. As part of the grant we are brainstorming possible workshops for students that include bringing in local comic book artists from the community. This project has been a great opportunity to hone my outreach, project management, and collection development skills. This is all taking place as I'm preparing for my second rotation in Tech Services in the Spring. As the Diversity Resident I have gotten incredible chances to network with many people across campus and in higher administration, including an invitation to lunch with the Provost and fellow new faculty, meeting the Vice Chancellor for Enrollment Management, and connecting with the Native American Student Association at their meetings and events.

One of the most exciting projects has been planning the 2nd upcoming Diversity and Global Engagement Exposition taking place in February. Former resident, Orolando Duffus created and implemented the 1st Exposition that took place in January 2015. The Diversity and Global Engagement Exposition is focused on bringing student organizations, primarily multicultural to Jackson Library to promote and share their culture and traditions with fellow peers and staff, while possibly gaining new members. With this event taking place early in the spring semester, it creates a second chance after the hustle and bustle of fall semester for students to seek out any of the organizations they may have missed, while refreshing their memories of the campus library services. During the event there will be University organizations sharing information on programs such as the International Programs Center for studying abroad, the Department for International and Global Studies for those interested in majoring in Global Studies, and the Office of Intercultural Engagement, among others. Following the student exposition, there will be an engaging panel to facilitate dialogue among faculty and students. Not only is the Exposition a fun, low key event with plenty of food and interesting conversation, it also provides a second space in the library—a safe space harnessing student creativity and curiosity by providing an outlet to build intercultural connections. As librarians and members of diverse backgrounds, it is essential now more than ever to continue to promote and maintain these spaces wherever we can and to facilitate open, intellectual dialogue and cultural growth.

## *Celebrating Librarians during Black History Month...*



**Richard T. Greener** functioned as university librarian at the University of South Carolina, reorganized the library, and prepared a catalog. Greener was also the first black person to receive a degree from Harvard University. [Learn more.](#)



Twitter



YouTube

*Copyright © 2017 Robeson Community College, All rights reserved.*

Want to change how you receive these emails?

You can [update your preferences](#) or [unsubscribe from this list](#)

