New Job, Who Dis?

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

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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.

Diane Dias De Fazio, #ARLISNA2019
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!

Diane Dias De Fazio, #ARLISNA2019
Brooklyn College, Brooklyn College Library and Academic IT
(http://www.brooklyn.cuny.edu/web/library.php)
Divisions / Division.
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'."


Diane Dias De Fazio, #ARLISNA2019
Outreach / Reaching Out

The IMLS-RBS Fellowship for Early-Career Librarians
2016 IMLS-RBS Fellows

Diane Dias De Fazio, #ARLISNA2019

Rare Book School, 2016.
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?

Diane Dias De Fazio, #ARLISNA2019
Thank you!

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