

**trigger warning: may emotionally impact people
of color/people with marginalized identities**

field notes:
**a student's perspective on
whitenessharmdiversity in LIS**

howdy

joyce gabiola
they / them
DERAIL
march 4, 2018
@gabrarian

**shout out to all the people of color,
especially Black women and queer
and trans people of color, who have
come before us and have paved the
way for us to engage in the spaces
that we do and in the ways that we do**

**We need to share our stories
of arrival and progression;
how we enter, exit, move
forward, get stuck.**

Dr. Sara Ahmed

Living a Feminist Life (2017), p. 90

positionality

phd student
researcher

i dig archives
libraries +
museums

earned mslis/archives
management in boston

not a racial
minority on
campus, but
superbrown in
information
studies
department

diversity
committee retiree

filipinx/american
asian/american
person of color
queer
genderqueer
texan

settler

ALA Spectrum Scholar
ARL IRDW Diversity Scholar
SAA/ARL Mosaic Fellow
NDLC Travel Grant

I am in the process of learning
about settler colonialism and
the ways in which I am
complicit as a settler who
occupies Indigenous land.

middle class.
married.

not living with a
disability

positionality

vulnerable

worn

ignored

angry

pained

alone

exploited

devalued

hopeful/not hopeful

exhausted

distressed

sad

unproductive

failing

disregarded

diversity = "happy talk"

Joyce M. Bell and Douglas Hartmann, "Diversity in Everyday Discourse: The Cultural Ambiguities and Consequences of 'Happy Talk.'" *American Sociological Review* 72, no. 6 (2007): 896.

"...collusion in the predilection for and continuance of white supremacy in education. The hope here is that we can flip the white supremacist script of diversity initiatives to recruit more faculty/ students/ administrations/ presidents of color and instead call for “way too white” initiatives. That is, the issue is always framed as not enough people of color when the problem should be framed as too many white-identified individuals in power and in an organization. Until the problem is framed as a white problem and continues to appear as a people of color problem, white supremacy will reign."

Deborah A. Tarver, "A Latina Critical Race Study of Embodied “Nice” White Supremacy in Teacher Education and Researcher Preparation" (dissertation, University of Florida, 2015), 128.

"Whites cannot understand what people of color go through when it comes to the everyday grind of white supremacy. Barring the support that may be in place in the private spheres of melanin-rich students, it is imperative that doctoral programs at HWCUs understand the assault of white supremacy as a norm and not an aberration with which students of color must contend."

Deborah A. Tarver, "A Latina Critical Race Study of Embodied "Nice" White Supremacy in Teacher Education and Researcher Preparation" (dissertation, University of Florida, 2015), 116-117.

Nope.

- Joyce Gabiola

November 15, 2017

November 27, 2017

ON SHOWING UP

When we show up, it is perceived as though everything is fine. We are well enough to participate. Nothing is wrong.

PROVOCATION

What are the consequences of derailing diversity rhetoric by not showing up for diversity committees? They do not serve you.

**...Man, you gotta let it go before it get up in the way
Let it go, let it go**

I ran into this girl, she said, "Why you always blaming?"

"Why you can't just face it?"

"Why you always gotta be so mad?" (Be mad, be mad, be mad)

I got a lot to be mad about (Be mad, be mad, be mad)

Where'd your love go?

Where'd your love, baby?

I ran into this girl, I said, "I'm tired of explaining"

Man, this shit is draining

But I'm not really allowed to be mad

**Solange ft. Lil Wayne, "Mad," Saint Records and Columbia Records,
track 6 on *A Seat at the Table*, September 30, 2016.**

a moment of reflection

"The costs of struggling against injustices can be personal: indeed they are often personal; we can lose those who matter. We can get it wrong; we can be too sharp; we can regret having said something because the consequences of saying something were regrettable. Of course sometimes not: sometimes even when the consequences of saying something are regrettable, we cannot regret saying something, because not saying something would have been even more regrettable." -Sara Ahmed

the end