WHAT DOES IT MEAN TO BE A YOUTH LIBRARIAN DURING COVID-19?

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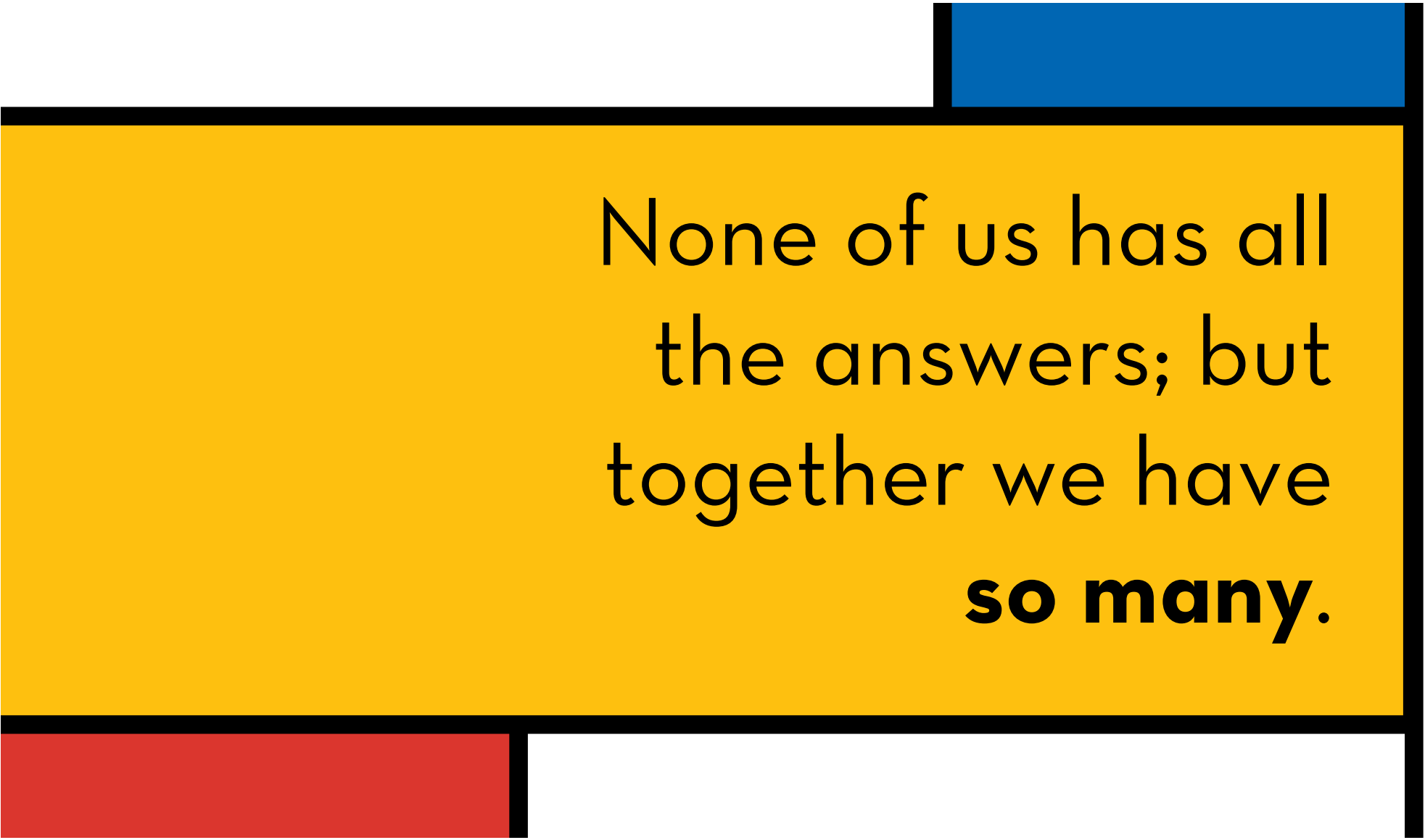PA Office of Commonwealth Libraries 3.30.2021 | 11am-noon
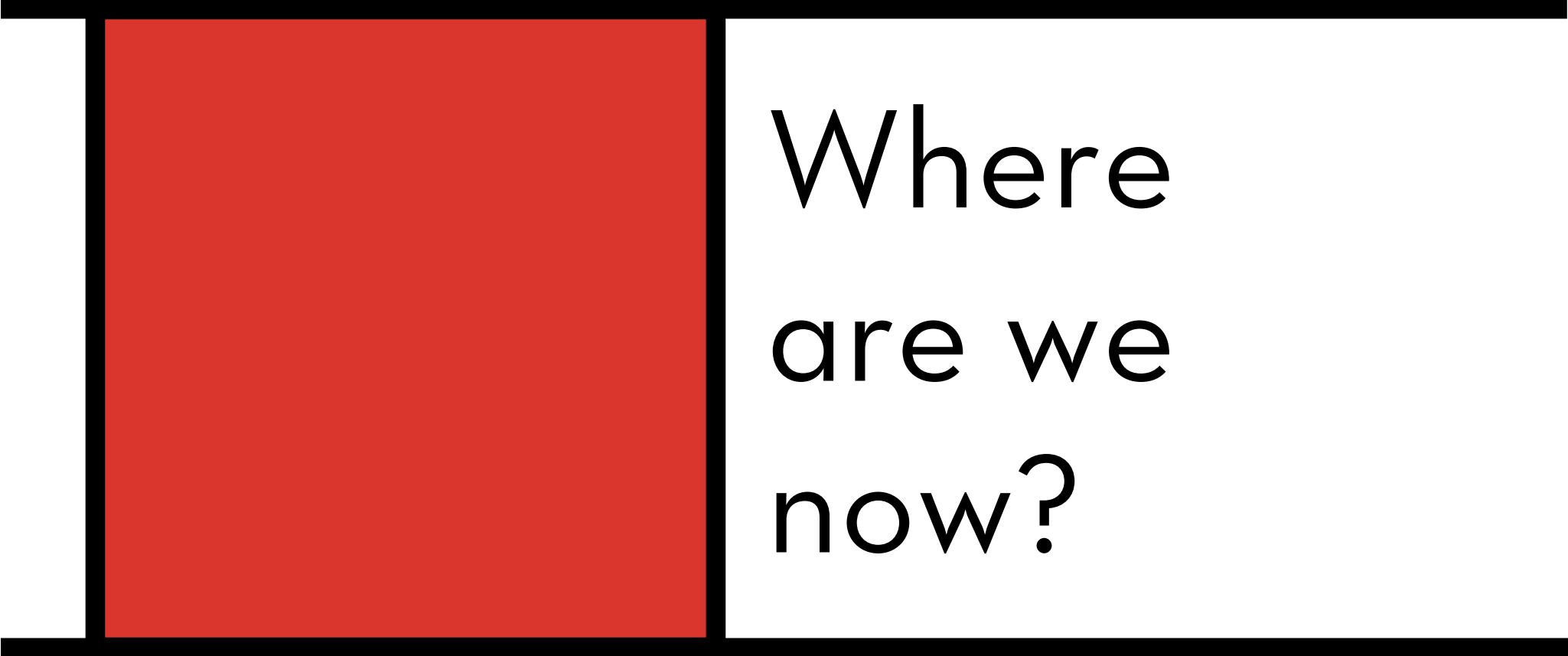
Hello!
http://bit.ly/palibs

Deep
Breath.

None of us has all the answers; but together we have **so many**.

TODAY

1. Where are we now?

2. What are stakeholders worried about?

3. What needs are librarians seeing that others are not?
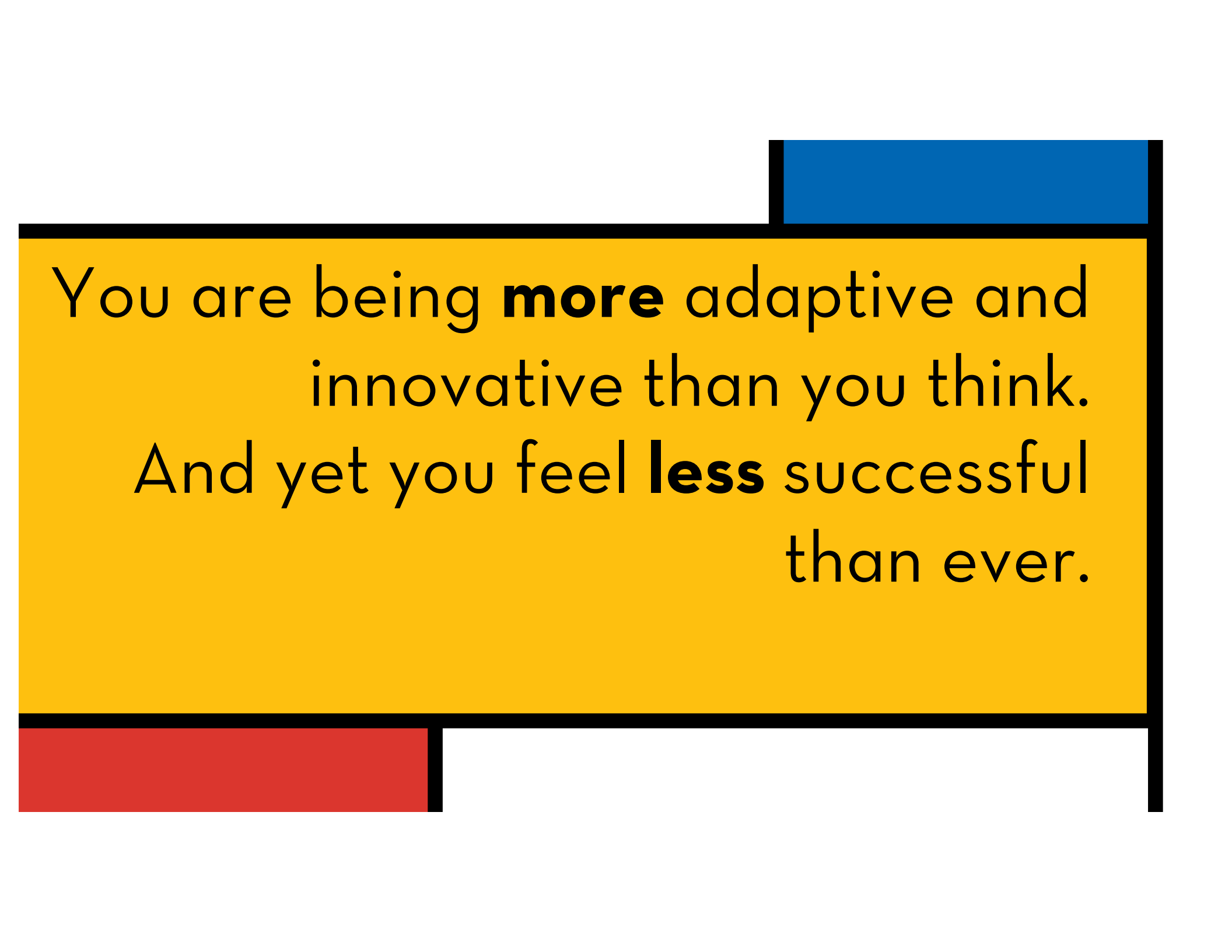
4. Trends and thoughts

Where are we now?
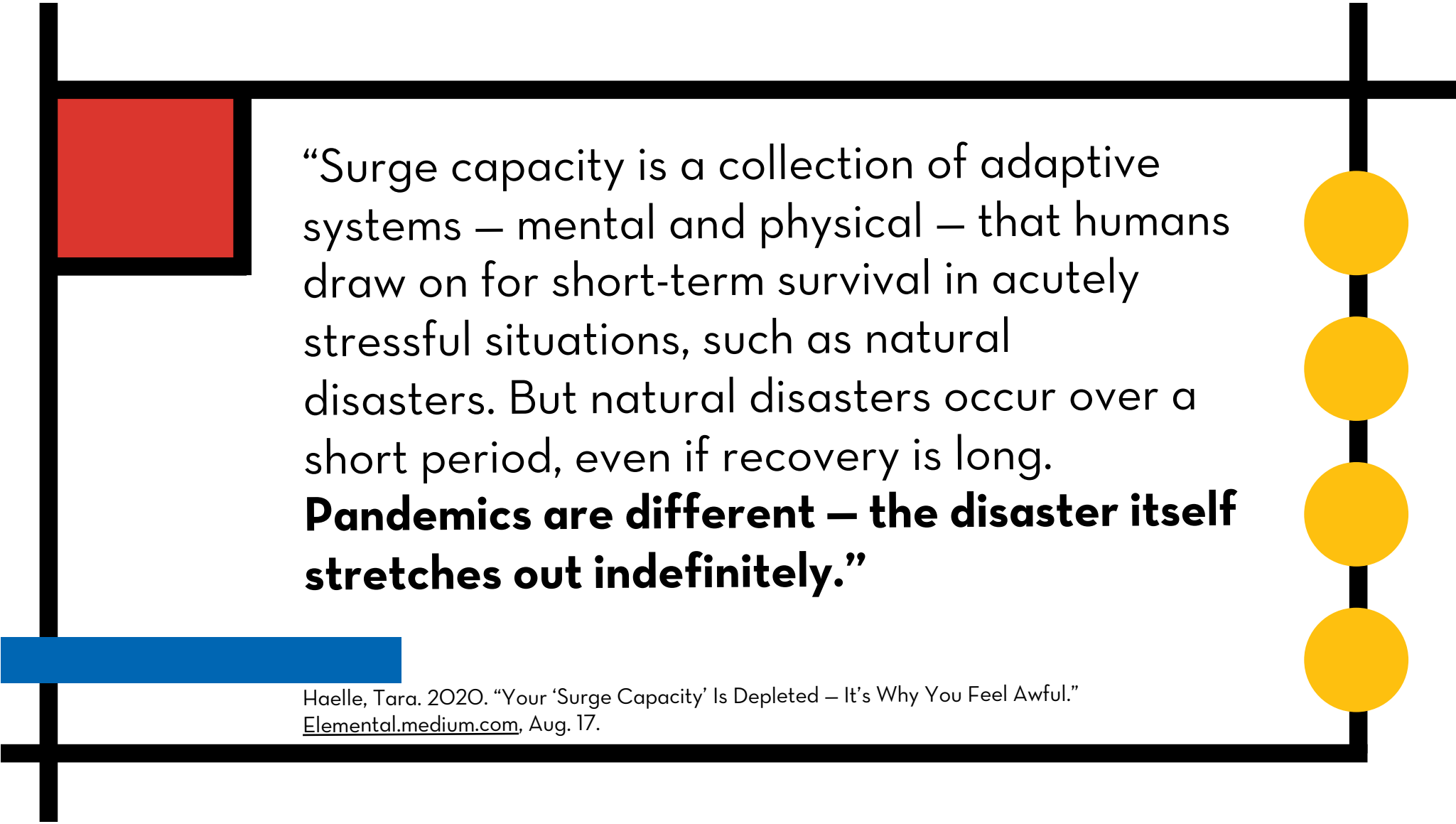
Who's here today?

Answer Poll Question 1
http://bit.ly/palibs

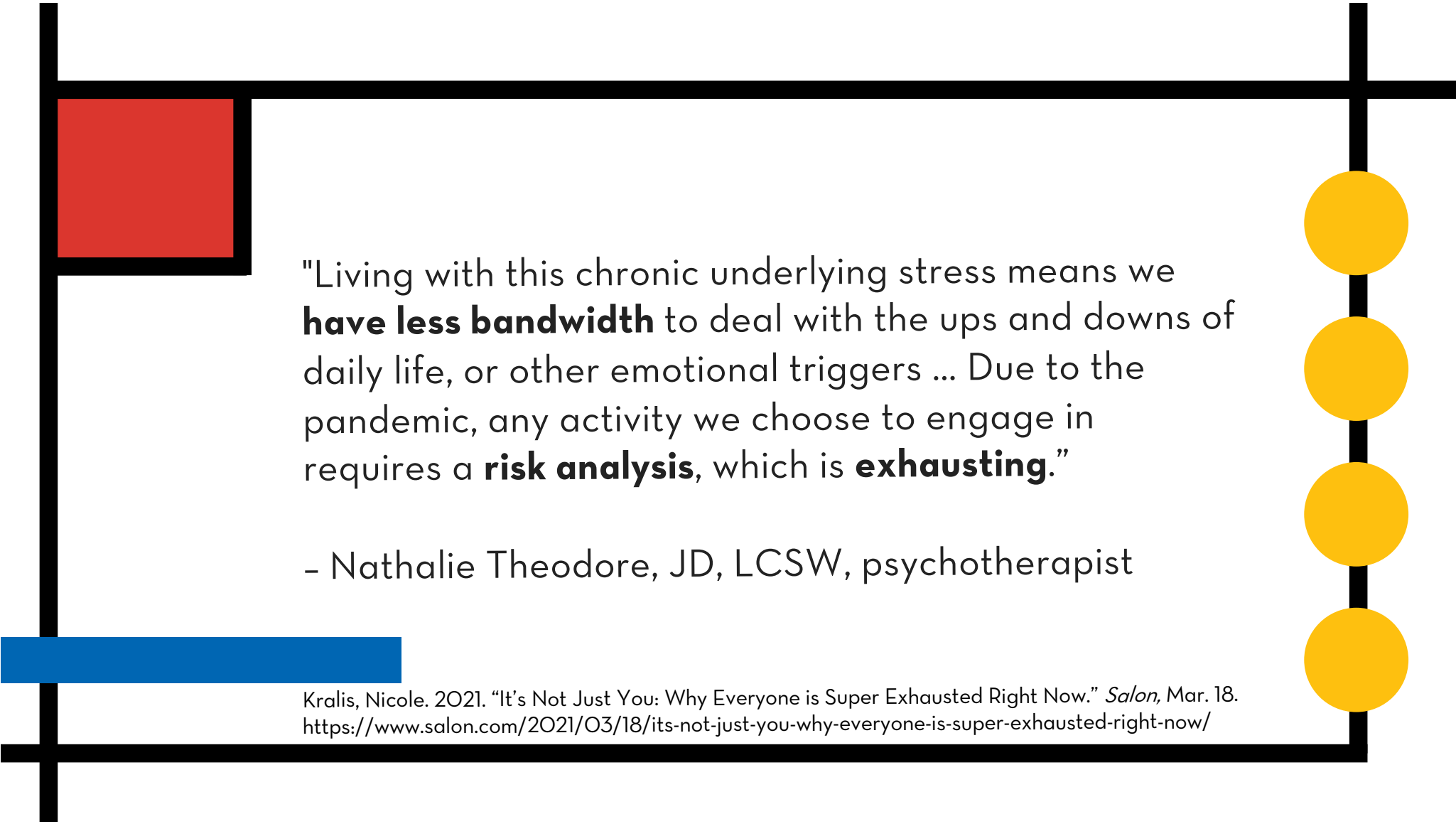You are being **more** adaptive and innovative than you think.

You are being **more** adaptive and innovative than you think. And yet you feel **less** successful than ever.

"Surge capacity is a collection of adaptive systems — mental and physical — that humans draw on for short-term survival in acutely stressful situations, such as natural disasters. But natural disasters occur over a short period, even if recovery is long. **Pandemics are different — the disaster itself stretches out indefinitely.**"

Haelle, Tara. 2020. "Your 'Surge Capacity' Is Depleted — It's Why You Feel Awful." Elemental.medium.com, Aug. 17.

"Living with this chronic underlying stress means we **have less bandwidth** to deal with the ups and downs of daily life, or other emotional triggers … Due to the pandemic, any activity we choose to engage in requires a **risk analysis**, which is **exhausting**."

– Nathalie Theodore, JD, LCSW, psychotherapist

Kralis, Nicole. 2021. "It's Not Just You: Why Everyone is Super Exhausted Right Now." *Salon,* Mar. 18. https://www.salon.com/2021/03/18/its-not-just-you-why-everyone-is-super-exhausted-right-now/

"Now that the infection rates have been decreasing, people are getting vaccinated, and some returning to more normal lives or feelings of safety, that **space of feeling the need to constantly survive is also decreasing** … This is causing many clients to now have the time and space to **pause and realize the impacts of the past year, which is leading to greater exhaustion**."

Ansley Campbell, marriage and family therapist

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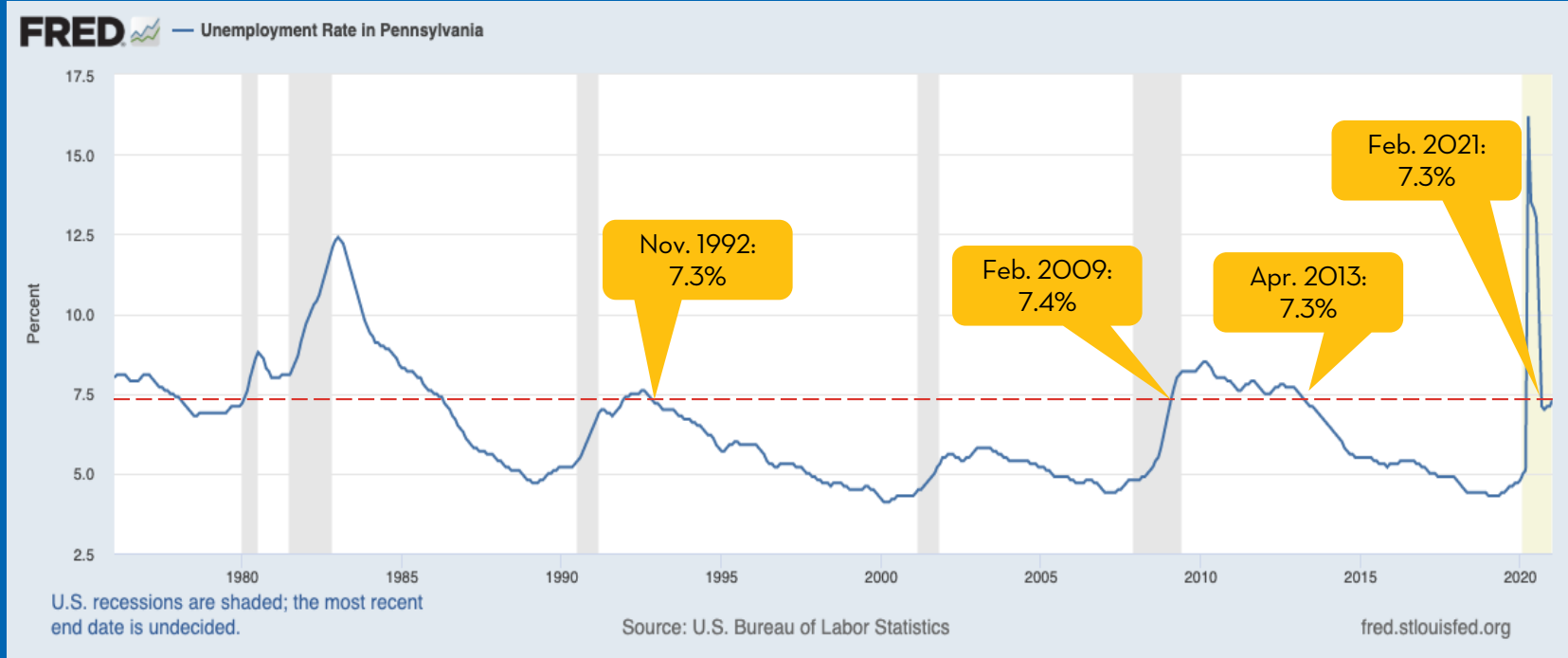
Cushing, Ellen. 2021. "Late-Stage Pandemic is Messing with your Brain." *The Atlantic,* Mar. 8.
https://www.salon.com/2021/03/18/its-not-just-you-why-everyone-is-super-exhausted-right-now/

But it's **not just you** who's going through this … your patrons and colleagues are, too.

PA Unemployment is falling ...
but it is still the highest it has been since April 2013

Self-actualization
desire to become the most that one can be

Esteem
respect, self-esteem, status, recognition, strength, freedom

Love and belonging
friendship, intimacy, family, sense of connection

Safety needs
personal security, employment, resources, health, property

Physiological needs
air, water, food, shelter, sleep, clothing, reproduction

Advice

Accept that life is different right now

Expect less from yourself

Recognize the different aspects of grief (including anger)

Experiment with "both-and" thinking

Look for activities, new and old, that continue to fulfill you

Focus on maintaining and strengthening important relationships

Begin slowly building your resilience bank account

Haelle, Tara. 2020. "Your 'Surge Capacity' Is Depleted — It's Why You Feel Awful." Elemental.medium.com, Aug. 17.

Positive & Healthy Team Culture …

1. Caring for, being interested in, and maintaining responsibility for colleagues as friends.

2. Providing support for one another, including offering kindness and compassion when others are struggling.

3. Avoiding blame and forgive mistakes.

4. Inspiring one another at work.

5. Emphasizing the meaningfulness of the work.

6. Treating one another with respect, gratitude, trust, and integrity.

Seppälä, Emma, and Kim Cameron. 2015. "Proof that Positive Work Cultures are More Productive." *Harvard Business Review,* Dec. 1. https://hbr.org/2015/12/proof-that-positive-work-cultures-are-more-productive.

How do we do less
and still feel satisfied?
Focus on **impact,** not **busyness**.

What are your biggest **impacts** in a "normal" year?

Question 2
http://bit.ly/palibs

"As a profession, we're split between go-getters and the 'I'm here when you need me' folks. This is the year for the go-getters."

—Kristin Fontichiaro, clinical associate professor of information, University of Michigan

What do your patrons **need most** right now? What do **you see** that maybe no one else does?

Questions 3 & 4
http://bit.ly/palibs

Suggested goal:
focus on **solving problems for people,**
not doing a bunch of stuff.

Impact on **whom**?
Impact on **what**?

Stakeholders

Families

challenges

wfh while also supervising kids

"If I have to go to work, why don't teachers/librarians?"

so many logins, emails, schedules, devices

don't want kids to fall behind

don't want to be "bad parent"

maxxed out – no time for extras

values & priorities

wanting kid to succeed and thrive

feeling competent as parent and worker

"my home is my castle"

turnoffs

perception that teachers/librarians have it "so good" by comparison

intrusion into privacy of home

expectation that they will pick up what schools can't do right now

feeling judged

Teachers

challenges

time: online is harder and takes longer but they don't get more prep time

transitioning analog to digital materials
tech comfort

parents with diverging expectations

abnormal circumstances, normal expectations

Self-, child-, and elder-care

literal costs of wfh

values & prioritizes

class culture & relationships

consistency & routine

personal sense of competence/achievement

"Can I take them off your hands?"

turnoffs

"let's meet to co-plan"

"here are 15 great sites about explorers"

"I have a great idea for something fun that isn't in the curriculum"

"I have a curriculum, too!"
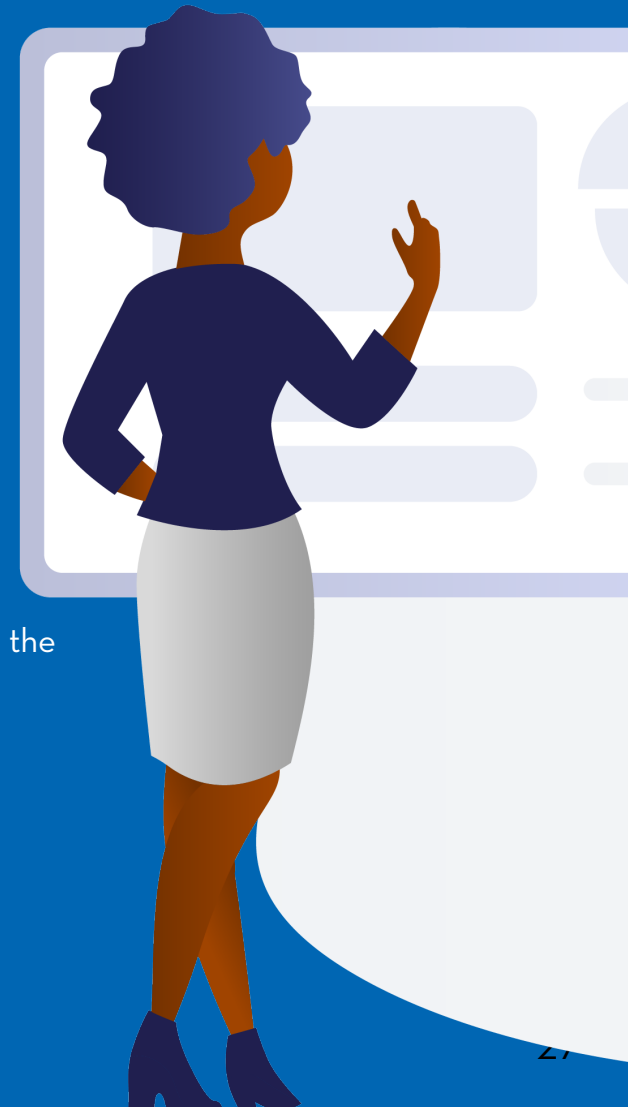
Bosses/Boards

challenges

same pandemic stresses you have

extraordinary public health needs but austerity budgets

public that wants "back to normal" even if "normal" isn't safe but also a public that does **not** want to go back to "normal" yet

struggles to keep school/library staffed at 100%

values & prioritizes

staff harmony

student achievement

minimal fires to extinguish

doing maximum good with minimum budgets provided

braggables

being viewed positively by community and board

turnoffs

mediating between employees

being handed a big problem without solutions

when you seem like you're advocating for your program, not for the institution's needs

hearing they are subpar because they don't have flexible schedule or what neighboring peer does

Being embarrassed, yelled, or shamed by employees

Make it about **them**, not you.

Focus on **relationships** vs. transactions.

Do things that **matter** (outcomes, impacts) over quantity (# events, attendees).

Remember that your constituents are also **fried,** just like you.

Socioemotional needs I see ...

Stabilization of **basic needs**

Need to feel **centered, heard, reassured, valuable, helpful**

Connections with others

Escape from cabin fever while staying safe

Ability to figure out **what's true and not true**

De-escalation of political heat and rhetoric

Self-soothing practice and materials

"Someone just **take something off my plate** – please!"
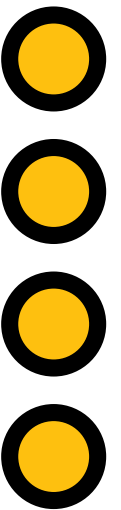
Needed: **Great, Easily Deployed Resources**

More quality, pre-packaged modules that can be deployed quickly

More access to a carefully curated set of high-quality materials

... that lean into the information literacy skills your students need to be learning

Needed: **Great Engagement**

Book bundles that promote delight and discovery

Quality activities that are *engaging* and *take time to complete*, even if they can't be in your building or even in person

... that lean into your awesome collection development skills

Needed:
Varied Media Diet

More practice with credibility, search, fact-checking *across ideological spectrum*.

"Research for yourself" doesn't mean what it used to

Greater ability to tease out emotional from factual arguments

AllSides™ Media Bias Chart

All ratings are based on online content only — not TV, print, or radio content. Ratings do not reflect accuracy or credibility; they reflect perspective only.

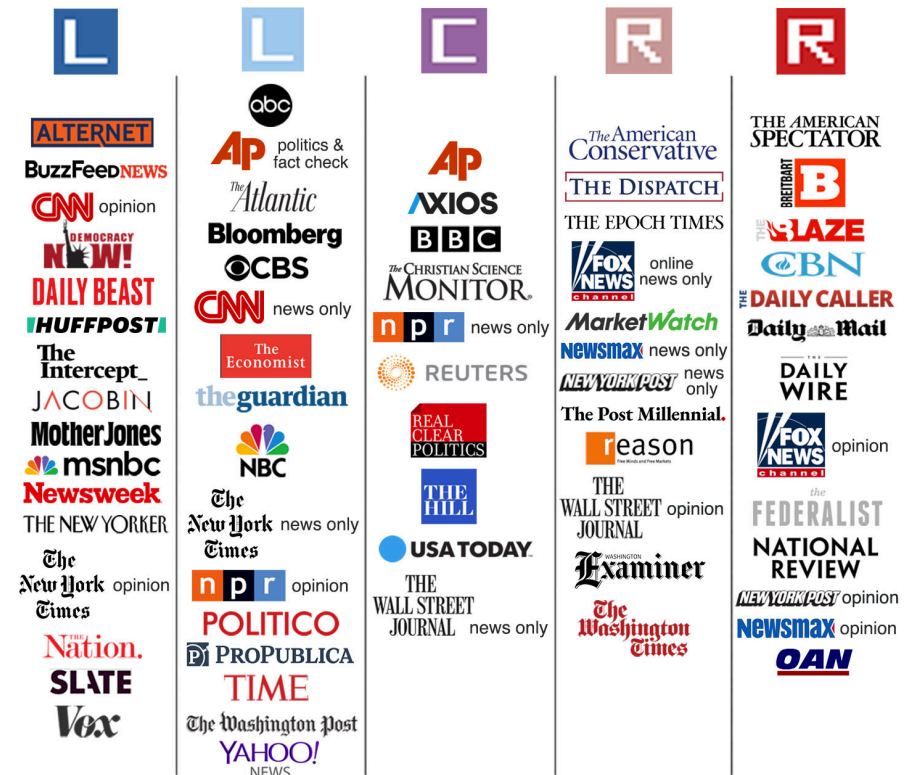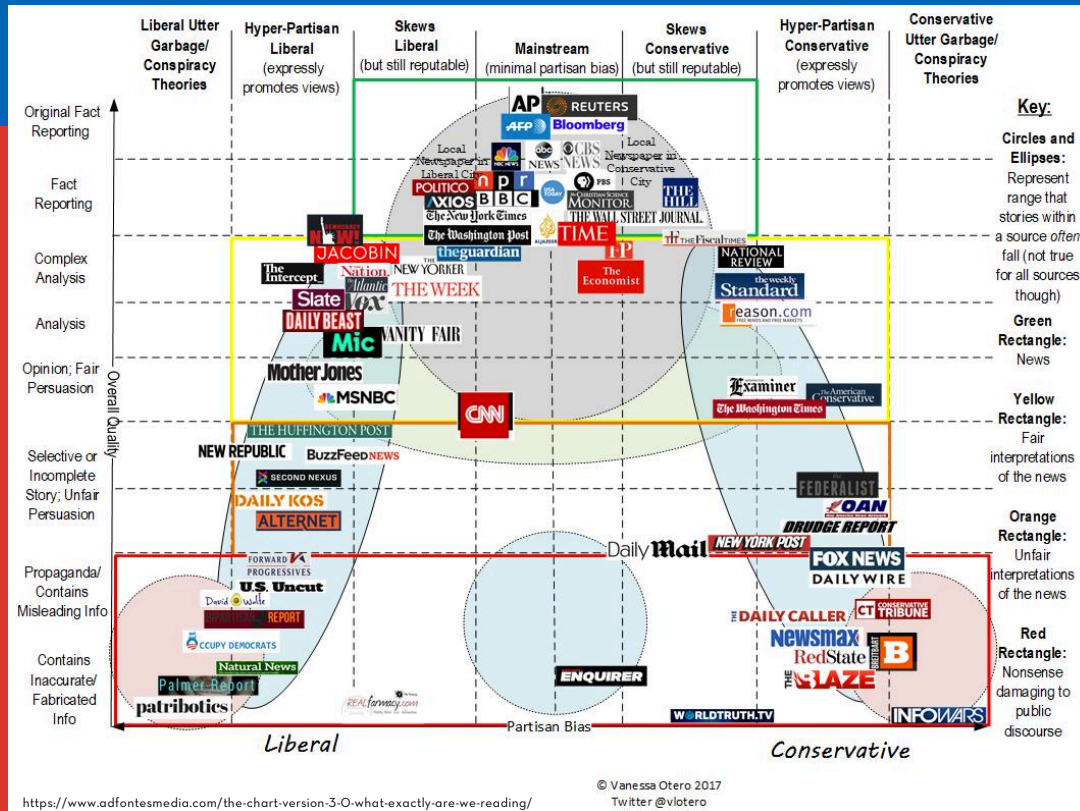| L	L	C	R	R
ALTERNET	abc		The American Conservative	THE AMERICAN SPECTATOR
BuzzFeed NEWS	AP politics & fact check	AP	THE DISPATCH	BREITBART B
CNN opinion	The Atlantic	AXIOS	THE EPOCH TIMES	THE BLAZE
DEMOCRACY NOW!	Bloomberg	BBC	FOX NEWS online news only	CBN
DAILY BEAST	CBS	The CHRISTIAN SCIENCE MONITOR	MarketWatch	THE DAILY CALLER
HUFFPOST	CNN news only	npr news only	Newsmax news only	Daily Mail
The Intercept_	The Economist	REUTERS	NEW YORK POST news only	DAILY WIRE
JACOBIN	theguardian	REAL CLEAR POLITICS	The Post Millennial.	FOX NEWS opinion
MotherJones	NBC	THE HILL	reason	the FEDERALIST
msnbc	The New York Times news only	USA TODAY	THE WALL STREET JOURNAL opinion	NATIONAL REVIEW
Newsweek	npr opinion	THE WALL STREET JOURNAL news only	Washington Examiner	NEW YORK POST opinion
THE NEW YORKER	POLITICO		The Washington Times	Newsmax opinion
The New York Times opinion	ProPublica			OAN
The Nation.	TIME			
SLATE	The Washington Post			
Vox	YAHOO! NEWS			

L LEFT   L LEAN LEFT   C CENTER   R LEAN RIGHT   R RIGHT

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https://www.allsides.com/media-bias/media-bias-ratings

Triangulation is not enough

https://www.adfontesmedia.com/the-chart-version-3-O-what-exactly-are-we-reading/

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https://www.allsides.com/media-bias/media-bias-ratings

Striking Differences Between Liberals and Conservatives

Consistent liberals...
...name an array of main news sources

15% CNN
12% MSNBC
13% NPR
10% NYT

Consistent conservatives...
...are tightly clustered around one main news source

47% Fox News

Rand Corporation:
Media Literacy Standards
to Counter Truth Decay

https://www.rand.org/truthdecay

[scroll to bottom]

TRUTH DECAY

MEDIA LITERACY STANDARDS

Seeking a complete understanding of the facts

TRUTH DECAY TREND: increasing disagreement about facts and analytical interpretations of facts and data

1. Recognize limitations of one's own knowledge or understanding of the facts.
2. Use strategies to fill gaps in knowledge (e.g., connecting with experts on a topic; seeking information in a library; using search engines to find additional information).
3. Understand how modern information sources and tools can limit available facts and perspectives (e.g., search engine algorithms; specialized discussion groups; selection in social media connections).

Identifying trustworthy sources of information

TRUTH DECAY TREND: declining trust in formerly respected sources of facts

4. Identify the expertise (e.g., academic, office held, firsthand knowledge) and consider the motivations (e.g., political, financial) of the creator of an information product.
5. Evaluate whether information products meet established standards for process and presentation (e.g., scientific process, journalistic standards, peer review).
6. Analyze information for bias, deception, or manipulation.
7. Consider the social, political, and historical contexts of an information product and how those contexts influence meaning.

Evaluating the credibility of information and soundness of arguments

TRUTH DECAY TREND: a blurring of the line between opinion and fact

8. Understand the ways in which technology has the capability to undermine formerly trustworthy information products (e.g., audio and video "deep fakes").
9. Analyze whether evidence provided for an argument is adequate and can be independently confirmed; identify gaps in support or reasoning.
10. Compare multiple viewpoints on a topic and use evidence to determine how to manage discrepancies.
11. Recognize the ways that media and information products might trigger emotional responses that influence attitudes or elicit specific behaviors.

Responsible engagement to counter Truth Decay

TRUTH DECAY TREND: the increasing relative volume and resulting influence of opinion and personal experience over fact

12. Anticipate and monitor intended and unintended consequences of what is shared in digital spaces.
13. Recognize personal and cultural perspectives, particularly on controversial topics, and how those can influence interpretations of information.
14. Maintain openness to updating one's own views when presented with new facts or evidence.
15. Take action rooted in evidence (e.g., construct new knowledge, create and share media, engage in informed conversations and decisions about important issues).

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Do what **matters** this summer.

We're in this **together**.

Questions? Thoughts?

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