

Fridays in May

QBIPOC Peer-Networking Program

This program is made in collaboration with the Metropolitan New York Library Council, Pratt Institute School of Information & New York University Libraries.

Welcome!

We're so excited to announce Fridays in May: QBIPOC Peer-Networking Program which aims to supply QBIPOC information professionals and students an opportunity to engage in a peer network across disciplines and institutions. Though COVID has shifted many to have solitary library school experiences, or lack of site-based learning, *Fridays in May* will supply participants with forums for exploratory and site-based conversation in a peer-based community setting, creating an opportunity for skill-sharing, info-gathering, networking, and peer-mentorship. This program will include in-person tours, workshops, and mediated conversations led by, with and among QBIPOC library, archives, and information professionals across the NYC metropolitan area on topics related to engagement, exhibitions, collections processing, queer histories, professionalism in queer contexts, and more.

Fridays in May will take place in person each May Friday from May 3rd, 2024 to May 31st 2024. This opportunity is open to currently enrolled Queer BIPOC students and early professionals within the first five years of their careers. The program is geared towards QBIPOC folks holding or obtaining a Masters Degree in Library & Information Science, Moving Image Archiving & Preservation, Museums Digital Culture, Information Experience Design, or Data Analytics & Visualization, or any equivalencies. Please see our eligibility section below for more information.

Here are a few important points about the application process:

Call for Applications: Thursday, January 18th, 2024
Application Deadline: Friday, March 1st, 2024 by 5pm EST
Program Start Date: Friday, May 3rd, 2024 (First session)
Program End Date: Friday, May 31st, 2024 (Last and final session)
Participant Honorarium: $500
Number of Selected Students/Early Professionals: Up to 8 participants

Program related questions may be directed to Traci Mark (tmark@metro.org) and Shawn(ta) Smith-Cruz (shawnta.smith-cruz@nyu.edu) with info@metro.org copied. Please submit your queries on or by Friday, February 23rd, 2024.

Program Objective

This project aims to facilitate a networking community amongst Queer (Q) students and early professionals who also identify as Black, Indigenous, and/or People of Color (BIPOC) in the library, information, and archives field. Our intention is to yield a cohort across various schools and programs across the New York metropolitan area that will aid in sustaining a QBIPOC network of students and new professionals, creating an opportunity for skill-sharing, info-gathering, networking, and peer-mentorship. This program will include in-person tours, workshops, and mediated conversations led by, with and among QBIPOC library, archives, and information professionals across the NYC metropolitan area.

What Program Participants Can Expect

In-Person Networking:
Program participants can expect to meet in-person on Fridays in May 2024, 11am - 2pm, at various sites across NYC. Site-specific tours and conversations will yield the opportunity to receive a deeper understanding of library, archival, or information work from the vantage points of QBIPOC workers located at each site.

Tours & Workshop Spaces for *Fridays in May* will include: NYU Bobst Library, Whitney Museum Archive, Pratt School of Information, Milstein Center for Teaching and Learning at Barnard College, and The Lesbian Herstory Archives. Practitioners will share overviews of their work, their workspaces, and how they may bring their identities to their work. Participants may engage in conversation and provide feedback on archival processes, workflow arrangements, and general space-related library and archival work.

Publishing Opportunity:
Participants of the *Fridays in May* QBIPOC Peer-Networking Program will submit a piece of writing or other media-based format, as part of a collection on queerness and BIPOC identities in libraries, archives, or information, as it pertains to practice, theory, or the profession-at-large. Writing will be hosted on NYU Manifold. Submissions will be due on or before Friday, June 14th 2024.

Find more information about the Manifold Publishable Work opportunity here.

Honorarium

To support their studies, well being, and career within this field, each participant will receive a $500 honorarium for their participation in the program. Each participant will receive a check by mail within 2 to 6 weeks after the final session on May 31st, 2024.

Eligibility

You are welcome to apply for this program if you:

- Are enrolled in an MA/MS program related to libraries, archives and/or preservation. This can include programs such as:
    - Library & Information Science/Studies
    - Archives Management
    - Moving Image Archiving & Preservation
    - Museums Digital Culture
    - Information Experience Design
    - Data Analytics & Visualization
- Have graduated from such a program within the past five years
- Have five or fewer years of experience as a credentialed librarian or archivist
- Identify as queer
- Identify as a Black person, Indigenous person, or other person of color

If you are unsure of whether you are eligible, please email Traci Mark (tmark@metro.org) and Shawn(ta) Smith-Cruz (shawnta.smith-cruz@nyu.edu).

This program is open to all individuals who identify with the list above. Preference will be given to applicants who live or work in the five boroughs of New York City or Westchester County.

How to Apply

Find our application form **here**.

Within the form, each applicant will be asked to fill out basic information, attach a CV or resume and to describe in 300-500 words why you would like to participate in the QBIPOC Peer - Networking Program. This application package will guide the selection process.

If applicants encounter any issues or have questions, please contact Traci Mark (tmark@metro.org) and Shawn(ta) Smith-Cruz (shawnta.smith-cruz@nyu.edu).

Program Description

First Friday: Workshop @ Pratt

Grounding in DEI: Entering Work Whole as a QBIPOC Professional - Part 1
Followed by lunch
Friday, May 3rd, 2024 from 11 am to 2 pm

Pratt School of Information - 144 W 14th St 6th floor, New York, NY 10011
Room 610

As librarians, archivists, and information professionals of color, you are a coveted few. You may walk with nuanced questions of belonging, office culture, patron and/or student engagement, and how to "bring your whole self to work." Our institutions across the field that have adopted principles of inclusion, diversity, belonging, and equity are committed to the invitation of librarians, archivists, and information professionals of color to join their team. In this two-part workshop, questions that will be explored include: How do we secure the power of the peer network, mentorship, and community? How do we leap into new roles with confidence and a sustaining agenda? What are some strategies to step into new DEI focused roles as a leader, as a knowing person, and with the tools you need to succeed?

For this first session, participants will:

- Introduce themselves and be welcomed into the program
- Locate themselves in ancestral connection
- Brainstorm common points of struggle and points of connection between queer librarians, archivists, and information professionals
- Identify their personal mission in library engagement and practice

This session will be facilitated by Shawn(ta) Smith-Cruz
Lunch will be provided by Pratt Institute.

About Shawn:
Shawn(ta) Smith-Cruz is an Assistant Curator and Associate Dean for Teaching, Learning, and Engagement at New York University Division of Libraries where she serves as the Faculty Diversity Search Liaison. Shawn is also an adjunct at Pratt School of information, teaching Reference & Instruction, and serving as a DEI Faculty Fellow, allowing her to steer this program. Shawn is a co-coordinator at the Lesbian Herstory Archives, a co-convenor of the Reference & Instruction Special Interest Group at METRO where she co-curated the Critical Pedagogy Symposium and Case Studies in Critical Pedagogy series. Shawn also co-steers the Conference of Academic Library Management (CALM Conference) and the Gender and Sexuality in Information Studies Colloquium (GSISC). She has a BS in Queer Women's Studies from the CUNY Baccalaureate Program, an MFA in Creative Writing/Fiction, and an MLS with a focus on Archiving and Records Management from Queens College. Her forthcoming two-book series, *Grabbing Tea: Queer Conversations in Archives and Practice* and *Queer Conversations in Identity and Libraries* is awaiting publication with Litwin Books.

Second Friday: Tour @ Whitney Archives

Whitney Museum Archives with Archivist Tara Hart, followed by lunch
Friday May 10th, 2024 from 11 am to 2 pm
610 West 26th St, New York, NY 10001

In this tour, we will meet with Tara Hart, Managing Archivist of the Whitney Museum Archive,

and review the collection. In this tour, participants will:

- Learn about the inner workings of the Whitney Museum Archives as it relates to its space
- Receive descriptive overviews of the collection contents with hands-on accompaniment
- Engage in a Q&A including context to being a queer archivist in the field

Lunch will be provided by METRO.

About Tara:
Tara Hart is an archivist who serves as Managing Archivist at the Whitney Museum of American Art. Prior to joining the Whitney, Hart held archivist positions at the New Museum, the Solomon R. Guggenheim Museum and the Fales Library & Special Collections at NYU. She has contributed articles to *Archive Journal*, *Metropolitan Archivist* and *GLQ: A Journal of Lesbian and Gay Studies*, and co-curated the exhibitions "XFR STN" (2013) and "Occupied Territory: A New Museum Trilogy" (2014). Tara has an MLS with an Advanced Certificate in Archives from the School of Information at Pratt Institute and a BA in Visual Arts (Media) from UC San Diego.

Third Friday: Tour @ Barnard

Tour: Barnard Milstein Center with Director of Milstein Center Exhibits, Programming and Public Engagement, Miriam Neptune, followed by lunch
Friday, May 17th, 2024 *from 11 am to 2 pm*
3009 Broadway New York, NY 10027

In this tour, we will meet with Miriam Neptune at the Milstein Center for Teaching & Learning at Barnard College, and review the various spaces that make up the Milstein Center. In this tour, participants will:

- Learn about the vision for exhibitions, programming, and engagement of the Milstein Center for Teaching and Learning
- Receive descriptive overviews of the various spaces and how librarians and library staff engage with these spaces for students and a wider public
- Engage in a Q&A including context to being a queer library worker in the field

Lunch will be provided by METRO.

About Miriam:
Miriam Neptune is the inaugural Director of Milstein Center Exhibitions, Programming and Public Engagement. She has worked at Barnard College Library in various capacities since 2011, and at Smith College as Digital Scholarship Librarian from 2015-2018. She was previously Barnard Library's Director of Teaching, Learning, and Digital Scholarship, and Interim Co-Dean, and as the Senior Associate Director of the Barnard Center for Research on Women. From 2021-2023, Miriam co-curated the exhibition *Undesign the Redline @ Barnard*. She also co-produced the bilingual digital humanities project *Nos Cambió La Vida: Our Lives Transformed*, and was organizer of the annual *Scholar and Feminist Conference* and an editor of *The Scholar and*

Feminist Online. Miriam is also a filmmaker whose creative work focuses on resistance to anti-blackness, forced displacement, and gendered violence in the Americas, partnering on activist media projects with Haitian Women for Haitian Refugees.

Fourth Friday: Workshop @ NYU

Grounding in DEI: Entering Work Whole as a QBIPOC Professional - Part 2
Followed by lunch
Friday May 24th, 2024 from 11 am to 2 pm
New York University's Bobst Library
70 Washington Square South, New York, NY

As librarians, archivists, and information professionals of color, you are a coveted few. You may walk with nuanced questions of belonging, office culture, patron and/or student engagement, and how to bring your whole self to work. Institutions across the field that have adopted principles of inclusion, diversity, belonging, and equity are committed to the invitation of librarians, archivists, and information professionals of color to join their teams, manage their collections, and instruct their users.

In this two-part workshop, questions that will be explored include: How do we secure the power of the peer network, mentorship, and community? How do we leap into new roles with confidence and a sustaining agenda? What are some strategies to step into new DEI focused roles as a leader, as a knowing person, and with the tools you need to succeed?

For this second session, participants will:

- Decode silences with the exploration of field-specific language to generate a professional personal statement
- Evaluate the process of obtaining tenure and faculty status for academic librarian and archivist positions
- Advocate for oneself through evaluation of diversity statements & outline of Manifold submissions

This session will be facilitated by Shawn(ta) Smith-Cruz
Lunch will be provided by NYU.

Fifth Friday: Tour @ Lesbian Herstory Archives

Tour: Lesbian Herstory Archives with Shawn(ta) Smith Cruz, followed by lunch
Friday May 31st, 2024 from 11 am to 2 pm
484 14th Street, Brooklyn, NY 11215

This tour will include a detailed overview of the oldest and largest lesbian archive in the world.

In this tour, participants will:

- Learn about the organizational history and principles of the LHA space and collections
- Receive descriptive overviews of the collection contents with hands-on accompaniment
- Engage in a Q&A including context to being a part of a lesbian volunteer collective

Lunch will be provided by Lesbian Herstory Archives.

As the final meeting, in addition to the tour and lunch, participants will share reflections of the *Fridays in May* program. Following the tour and lunch, LHA will become open to the public, and participants are welcome and encouraged to remain and enjoy the space or invite friends, partners, colleagues, or family to join. Due to space limitations, advance registration of additional attendees will be required.

Lunch will be provided by Lesbian Herstory Archives.

Timeline

- **Thursday, January 18th 2024:** Call for applications
- **Tuesday, February 6th 2024 from 1pm to 2pm:** Online Information Session
    - Find more information and register below
- **Friday, February 23rd, 2024:** Deadline to submit any program related questions to Traci Mark (tmark@metro.org) and Shawn(ta) Smith-Cruz (shawnta.smith-cruz@nyu.edu) with info@metro.org copied.
- **Friday, March 1st, 2024 by 5pm:** Applications deadline
- **Week of Monday, March 25th, 2024:** All program applicants will be notified of their application status
- **Week of April 8th, 2024:** Online meet & greet with participants (date TBD)
- **Friday, May 3rd, 2024 from 11 am to 2 pm:** Program Starts: In-person workshop taught and facilitated by Shawn(ta) Smith-Cruz (Part 1) - Pratt Institute School of Information
- **Friday, May 10th, 2024 from 11 am to 2 pm:** Whitney Museum tour, followed by lunch
- **Friday, May 17th, 2024 from 11 am to 2 pm:** Tour of Milstein Center for Teaching and Learning at Barnard College, followed by lunch
- **Friday, May 24th, 2024 from 11 am to 2 pm:** In-person workshop taught and facilitated by Shawn(ta) Smith-Cruz (Part 2) - NYU Bobst Library
- **Friday, May 31st, 2024 from 11 am to 2 pm:** Tour of Lesbian Herstory Archives, followed by lunch, program ends
- **Friday, June 14th, 2024**: Submission to the Manifold publication
    - Find more information about the Manifold Publishable Writing opportunity here.

Information Session

Fridays in May: QBIPOC Peer-Networking Program

Information Session
Tuesday, February 6th, 2024 from 1 pm to 2 pm EST

This meeting will be facilitated by Shawn(ta) Smith-Cruz, Associate Dean for Teaching, Learning and Engagement at New York University and Traci Mark, Program Manager at METRO. Traci and Shawn will review the main components of the peer-networking program, including:

- The program guide
- Program tours and workshops
- The application process

There will be a Q&A period at the end of the session. Please be sure to review our program guide before you arrive and bring any questions you might have about our QBIPOC Peer-Networking Program.

This session will be a zoom meeting. Cameras are optional. This session will be recorded. If you cannot attend the session, you can view the recording at a later time.

Register here.

FAQ

Who is this for?

- This program is for Queer BIPOC students and early professionals within the first five years of their careers.

Who is eligible for this program?

- Current students or recent professionals who identify as a Queer AND Black, Indigenous, or other Person of Color.
- Students may be a part of a graduate program whose granting degree is markedly connected to libraries, archives, or information studies, namely who receive an MLIS or equivalent, and who anticipate entering the Libraries, Archives, or Information studies field. This may include students studying Preservation, Digital Technology, or User Experience. Early professionals who have graduated from such a degree-granting program in the past five years or less are also eligible to apply.
- Special preference will be given to applicants who live or work in the five boroughs of New York City or Westchester County.

What is "or equivalent" as it relates to the MLIS?

- If you are unsure of whether you are eligible based on your program, please contact Traci Mark (tmark@metro.org) and Shawn(ta) Smith-Cruz (shawnta.smith-cruz@nyu.edu) to verify your eligibility.

How long is the program?

- The program will begin in April 2024 with a single online introductory session to cover logistics and answer any questions, as well as to meet everyone. This date will be chosen based on participant availability. After this initial meeting, we'll meet in-person on Fridays in May, 2024 from 11 am to 2 pm. The final session will be on May 31st, 2024.

How many students/early professionals will be admitted?

- We anticipate between 5-8 participants in the program. In addition to the program participants, we'll have QBIPOC professionals as facilitators and institutional hosts to support the tour and conversation in each space.

How often will the group meet?

- After the Zoom introductory session in April, the group will meet in-person once weekly on Fridays for the month of May 2024.

How can I apply?

- Applicants can apply using our **application form**. If you have any questions or concerns, please Traci Mark (tmark@metro.org) and Shawn(ta) Smith-Cruz (shawnta.smith-cruz@nyu.edu) with info@metro.org copied by Friday, February 23rd, 2024.

When will interviews take place?

- Interviews will be conducted via Zoom during the weeks of March 11th and March 18th, 2024. We will contact selected applicants to choose the time and date that works best for them. Interviews will be no longer than 30 minutes.

When can I expect to be notified?

- We will notify all applicants of their application status during the week of Monday, March 25th, 2024.