

# Misogyny and Abuse in the Academic Library Workplace

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## **Research Method: Auto-ethnography**

“An autobiographical genre of writing and research that displays multiple layers of consciousness, connecting the personal to the cultural.”

(Ellis & Bochner, 2000, p. 739)

# Misogyny

“hatred of, aversion to, or prejudice against women.”

[Merriam-Webster](#)

# Workplace Abuse

- Verbal or written
- Emotional
- System
- Negligence

(Kendrick, 2017)

# Pranks



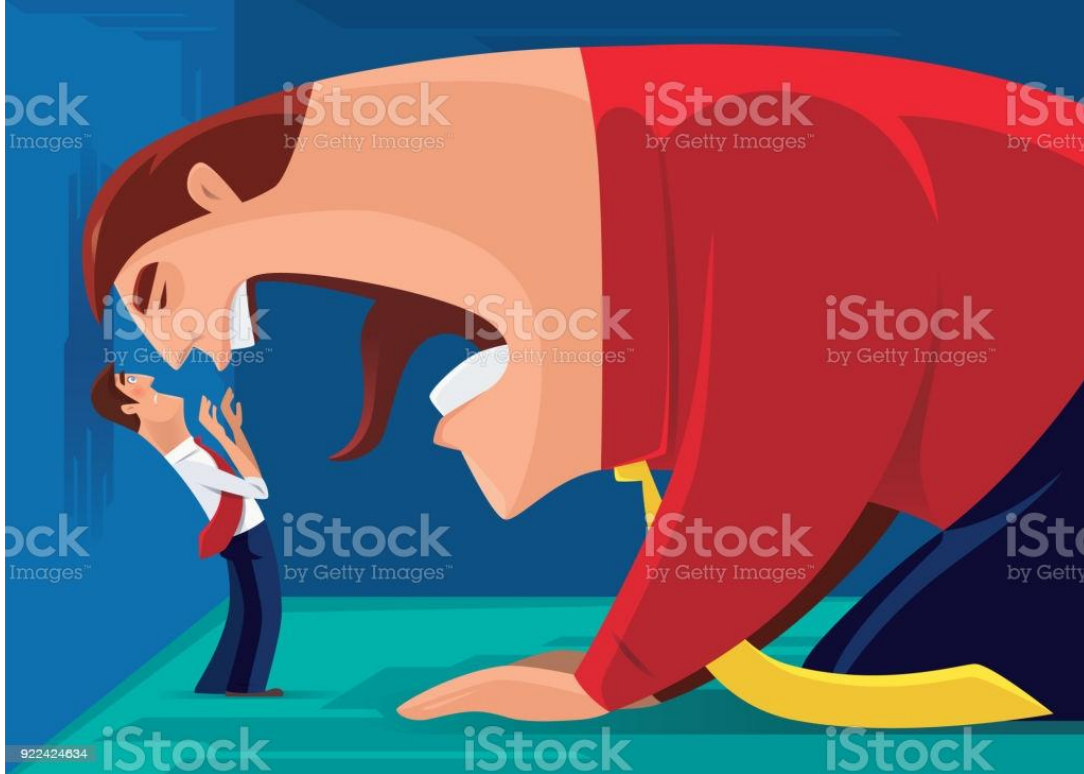
# Incivility



# Bullying



# Verbal Abuse





# Mind Games



# Financial Abuse



# Physical Threats



# Mobbing



STWTF

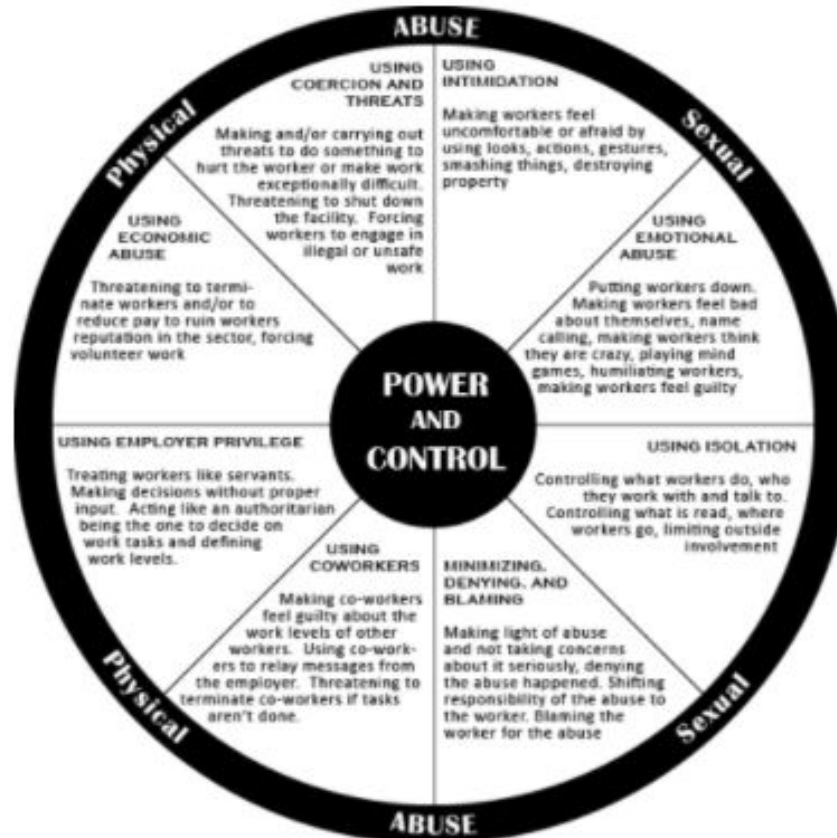
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# Workplace Bullying Power & Control Wheel

(Scott, 2018)



# Gendered Expectations

“But what does the woman leader do when she feels that she’s fighting an uphill battle without allies and is treated differently because of her gender? She must begin to confront the situation and document mistreatment.”

(Olin & Millett, 2015)



# **New Kind of Library Leadership & Management**

- Stop using abuse as a management tool!
- Create effective systems, procedures, & policies against misogyny and abuse.
- Hire leaders that recognize power dynamics.
- Women need to support each other.
- Everyone works together to eliminate misogyny & abuse.

# Intersectionality

How can we argue that Black Lives Matter or that we must decolonize the library when women leading the way are already abused and threatened in their workplaces? How can we recruit and retain diverse voices into the library profession when ghosts of misogynists like Melvil Dewey haunt us?

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