

Academic Libraries and the False Promises of Resiliency

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What is Resilience?

- Commonly conceived of metaphorically, as “bouncing back” from a catastrophic event
- Found widespread adoption in ecology and psychology
- Later applied to emergency preparedness, disaster response, and security after 9/11
- Now present in financial industry to urban planning; self-help to libraries



“More than education, more than experience, more than training, a person’s level of resilience will determine who succeeds and who fails. That’s true in the cancer ward, it’s true in the Olympics, and it’s true in the boardroom.”

- Dean Becker, CEO of Adaptiv Learning Systems

What Does Resilience Do?

- Encourages individualization
- Naturalizes and depoliticizes social structures
- Positions insecurity as normal and to be expected
- Places additional demands for labor upon women and people of color

“When we celebrate resilience, we focus the spotlight on the people who got screwed over. The institutions that did the screwing over take the opportunity to slink off into the shadows.”

- Kung Li, *Catfish for Lunch*



“Stop calling me RESILIENT. Because every time you say, ‘Oh, they’re resilient,’ that means you can do something else to me. I am not resilient.” - Tracie Washington, Louisiana Justice Institute

“We needed a revolution. We got resilience.”

- Alf Hornborg, Lund University



Resilience and Libraries

Problem

At its core, resilience offers an individual response to a structural problem.

Definitions refer to the “rate” at which a community / library / system recovers from displacement.

How can we recover if we're not given the tools?

“Library as place” and state violence

Post-Katrina response.

Baltimore and Ferguson uprisings, others.

Centers library as a character in a resiliency narrative.



Power under Resilience

This makes everything about our work our responsibility, regardless of our level of power within a given system.

Absence of agency in this structure becomes a moral failing: you, the worker with the least power are at fault for your conditions.



Web of Science: doing us a significant frustrate

"...The important distinction is between databases that index bibliographical records and enable you to discover relevant citations on the one hand and databases that provide content (e.g. the fulltext of articles) on the other.."

<https://lib.unb.ca/news/2016/03/6657.html>

Things > People

"Until recently, UW-Madison had been the only institution among the 114 Association of Research Libraries (ARL) that provided data showing more is spent on salaries and wages than on library materials (2014-2015)...Recent efforts to increase the total spend on library materials and to reduce the total spend on salaries and wages have enabled us to transfer dollars to the Library materials budget."

www.library.wisc.edu/news/2016/11/02/rethinking-libraries-through-consolidation

Resilience must come from institutions, not people

LSU vs The Behemoth of Which We Do Not Speak.

Resilience at an individual level cannot combat the kind of ignorance and arrogance of content providers displayed at ACRL 2017.



Take a look: www.ala.org/transforminglibraries/future/trends/resilience



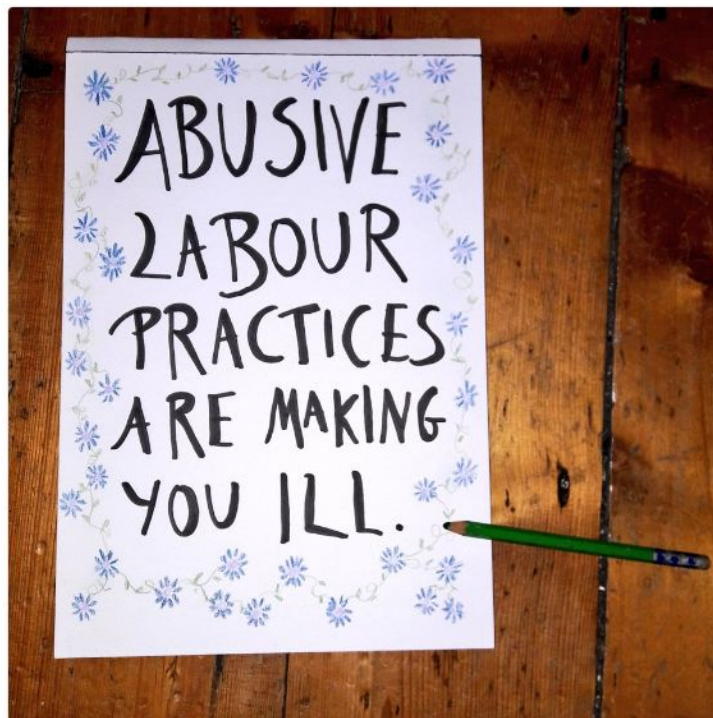
Kirsty Rolfe

@avoiding_bears

Follow

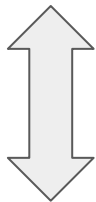


If you're experiencing stress from work, why not try one of those widely-available mindfulness colouring books



Resisting Resilience

Collection Development



Counter-narratives

Space to Fail



Resisting Resilience - But first, what it looks like

Center of Excellence in Foreign Affairs Resilience



Mission: Diplomacy in the 21st century demands effective, creative, and innovative foreign policy solutions. America needs an engaged, flexible, and durable work force to safeguard our national interests. Resilience, the ability to adapt in the face of adversity, is the key.

Vision: Within the next ten years, a supportive inspired and nimble work force will formulate and implement more creative and effective diplomatic solutions.

CEFAR's Four Pillars:

- Resilience Education and Training
- Research and Adaptation
- Organizational and Mission Support
- Individual Support

Resisting Resilience - But first, what it looks like

Encouraging Resilience in the Foreign Service Child (MQ500)



This evening seminar is a valued added resource for all parents in the foreign affairs community. Participants will hear from both parents of children who were raised overseas and the Third Culture Kids themselves. Discussions will address the characteristics of an internationally mobile childhood; influences on cultural identity; characteristics of families living overseas; and strategies for raising resilient children.

Participant Feedback:

Um...

"It was nice to hear my kids probably won't grow up to be miserable and depressed and regretful on everything I have done."

Resisting Resilience - But wait, there's more!

“Foster Resilience – Embrace new challenges and learn from them. Persist in the face of adversity. Take calculated risks, manage pressure, be flexible and acknowledge failures. Show empathy, strength, and encouragement to others in difficult times.”

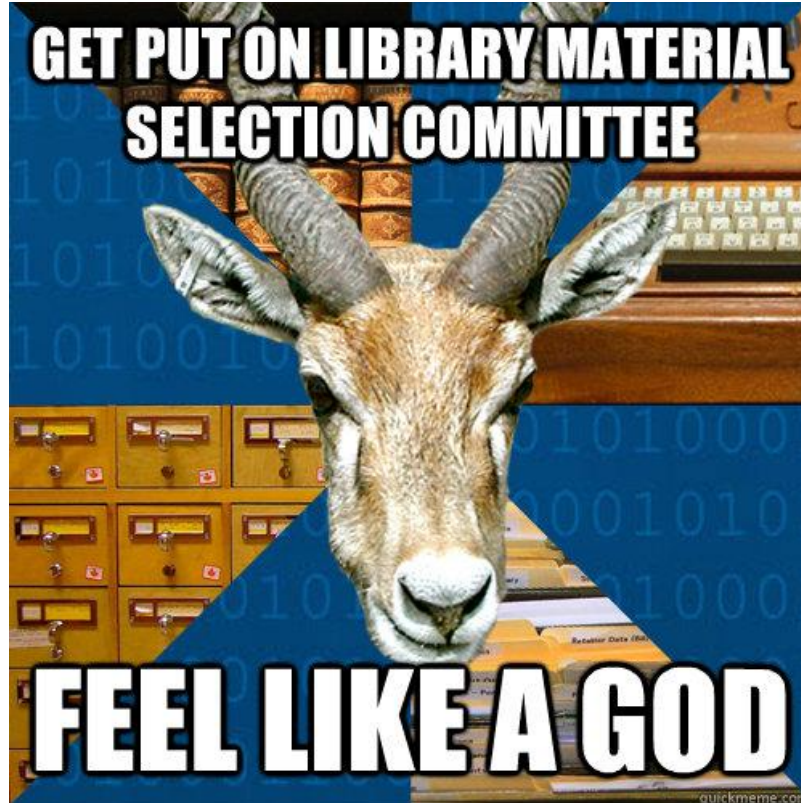
Resilience Strategies for Success Overseas (MQ502)

Pre-Deployment Preparation for High Stress Assignments (MQ940)

High Stress Assignment Outbrief (MQ950)

High Stress Assignment Outbrief – Special Session (MQ951)

Resisting Resilience - Collection Development



Resisting Resilience - Collection Development

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Resisting Resilience - Counter-narratives

What do Rihanna and Marxism have in common?



**Salomé Gemme**
@SalomeGemme

Follow

Its creepy how fond American media is of picking random people just trying to survive in poverty as model examples of a "good work ethic"

**ABC News** @ABC
Texas man walks 12 miles to work, five days a week. "I would love to have a car, but the car don't make the person."
abcn.ws/2laECHJ

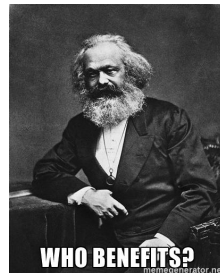
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8:08 PM - 23 Feb 2017

Resisting Resilience - Collection Development



- “Who are the actors and what are the institutions that deploy the resilience machine?”
- What are the social/political and moral/ethical implications of the different understandings and applications of resilience?
- What pitfalls and opportunities are embedded in and implied by various interpretations of resilience?”

Source: www.urbanresilienceresearch.net/2017/02/09/the-resilience-machine

Resisting Resilience - Counter-narratives

Reclaiming Resilience



Erin M. M.

@tad_overdue

Following



On grit: our low income students are already
our most "gritty". #sriwm17

Resisting Resilience - Space to Fail

Can you help create a culture where people don't need to be resilient?

Or don't need to perform it.

Supervisors, please

- Encourage risk-taking

- Give staff space to fail

- Give staff time to be melancholy



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