

The 2022 WRAP UP

we here

www.wehere.space

WE HERE® LLC

JANUARY 2023



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Written and designed by Jennifer A. Ferretti on behalf of We Here® LLC

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A NOTE ABOUT 2022 AND PRODUCTIVITY



The We Here private community was born out of a need for community among people who identify as Black, Indigenous, or People of Color (BIPOC) who work in libraries or archives. The business side of We Here (the LLC), was born in 2020, out of the need to pay people we work with for their time and expertise. Additionally, we wanted to host events and professional development workshops, which also required purchasing software, apps, and website subscriptions, which today is where the majority of We Here revenue goes.

From March through December of 2020, we launched a publication, mentorship program, professional development program, and started our first ever mutual aid program. All of this during the first year of a global pandemic. It was a lot and we're grateful the project and program leaders during that time remain part of the We Family today.

In 2022, we contracted less and hosted fewer events, including fewer Community School workshops. This was a year of change for many – new jobs, new families, illness and caretaking, not to mention stress, anxiety, and guilt. Through necessity and kindness for each other, we have put our wellness first, covering for each other when needed, changing schedules, taking breaks, and setting more realistic goals and expectations. We declined offers, even ones that included grant funding. As individuals and as a team, we engaged more closely with the truth that the pandemic has taught many of us, that:

Productivity purely for productivity's sake is part of white supremacist capitalist culture.

We love this work and do not yet see an end to it. But we are also doing this work on our own terms, attempting to dream and build new ways of being, which takes time, being present and accountable.

Thanks for reading our 2022 Wrap Up.



OUR MISSION

We Here[®] seeks to provide a safe and supportive community for Black and Indigenous folks, and People of Color in library and information science professions and educational programs and to recognize, discuss, and intervene in systemic issues that have plagued these professions both currently and historically.

OUR METHODS



MEMBER-ONLY COMMUNITIES AND OPPORTUNITIES

We Here's private communities are open to folks who identify as Black, Indigenous, or People of Color (BIPOC) who work in the library and information science fields. Our communities, established in 2016, are at the center of our work. Member-only spaces, events, and other opportunities are essential for keeping our members safe and supported. Community first.

COMMUNITY LEARNING AND GROWING

We work with members of our community to lead courses and workshops that center BIPOC for the Community School and those who generously offer their time and energy for We Together, We Here's mentorship program. The organizers and participants of Community Study build community spaces for the purpose of learning and exploring topics together because it is a joyous and generative form of community.

UPROOTING KNOWLEDGE, CELEBRATING BIPOC AUTHORS

We work within and outside the We Here community to publish the works of BIPOC and to celebrate BIPOC authors through *up//root* and We Reads. *up//root* exists to center the works, knowledge, and experiences of BIPOC within the context of the library and archives community. We Reads is an ongoing, collective effort to feature literature by, for, or heavily featuring BIPOC, meant to support and nurture the needs of folks who seek new reading materials for their personal or library collections.



THE WE FAMILY

We Here's Project and Program Leaders

TEAM WE HERE

Private Community Admins



Jennifer Brown

Community Manager



Crystal Chen

Community Admin



Nicollette Davis

Community Admin



TEAM WE HERE

Private Community Admins (Continued)

The main priorities of the private community Admins include keeping our community safe, onboarding new members, responding to inquiries from members, and keeping members informed on We Here events, opportunities, resources, and calls.



Jennifer A. Ferretti

Founder & Principal
Creative Director



Charlotte Roh

Community Manager



The Community School - Learn in Community



Jennifer A. Ferretti
Founder & Principal

nicholae cline
Organizer

Sofia Leung
Organizer

Jorge López-McKnight
Organizer



Community Study - (be)coming together in study

up//root

up//root: a we here publication

EDITORIAL TEAM

We'd like to recognize and give thanks to the founding editors Joyce, Sofia, and Jorge, for their incredible work on building *up//root* into what it is from 2020-2022. Their editorial terms ended December 31, 2022.



Megdi Abebe
Editor

Joyce Gabiola
Editor

Sofia Leung
Editor

Jorge López-McKnight
Editor

Kristina Santiago
Editor

up//root

up//root: a we here publication

ADVISORY TEAM

The Advisory Team would like to recognize and give thanks to Charlotte Roh who had been an Advisory Team member since *up//root's* beginning through the time of her resignation (November 2022).



Jennifer Brown

Jennifer A. Ferretti

Charlotte Roh (term ended 2022)

we reads

Literature that nourishes us



*We Together - Reimagining mentorship
for mutual growth and liberation*

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Jennifer Brown

Crystal Chen

nicholae cline
Project Founder

Charlotte Roh

Crystal Chen
Program Manager

Nicollette Davis
Program Manager



PRIVATE COMMUNITIES

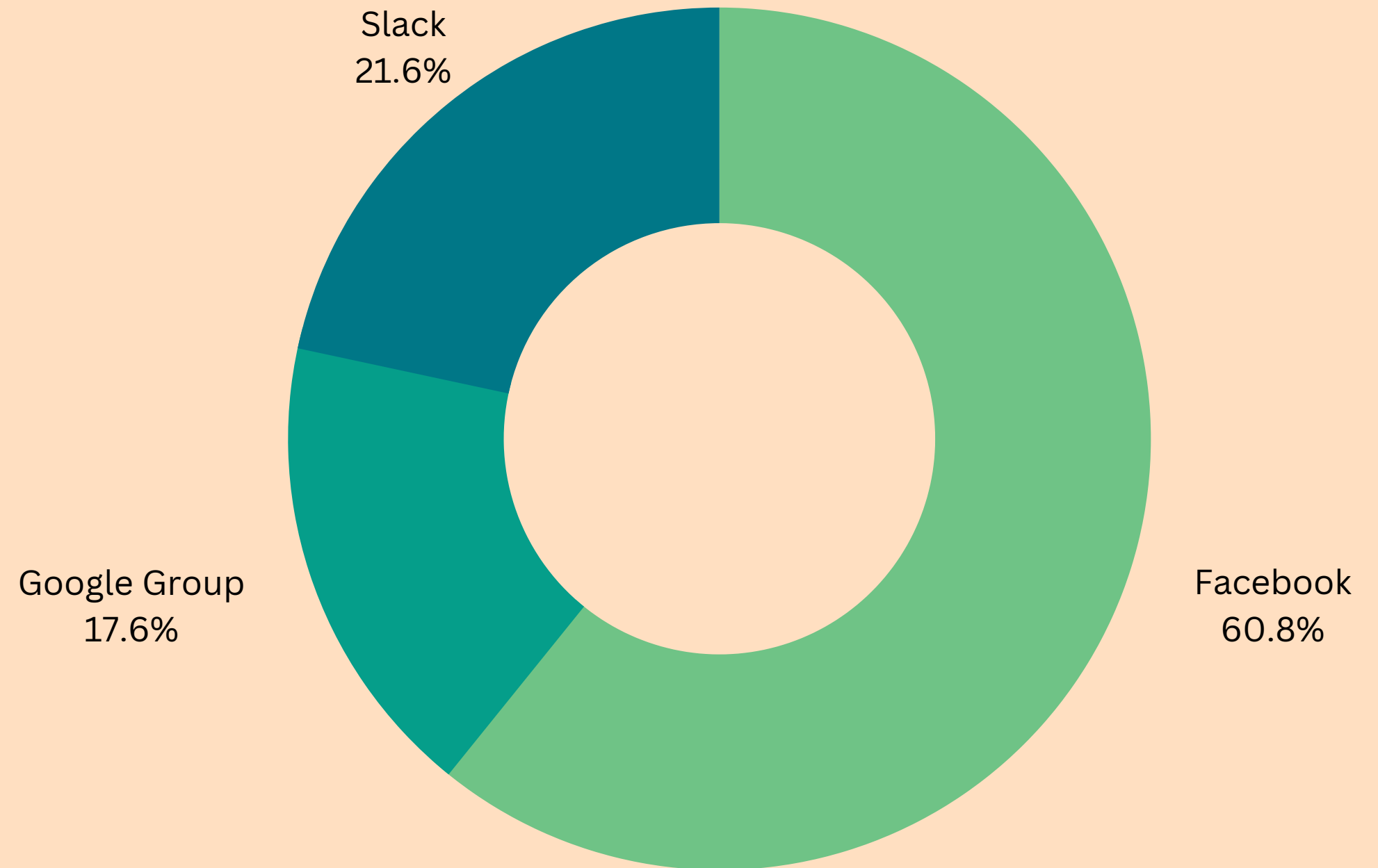
Community First

OUR MEMBERS



All We Here's projects and programs came out of needs identified by our private communities. This is why we say 'community first.' Our private communities are the foundation of our work. We ended 2022 with 2,167 people in our Facebook group, 626 people in our Google Group, and 771 people in our Slack project. Some folks are part of multiple spaces.

Every year we consider the pros and cons of these virtual platforms, including their shortcomings, biases, and ethical practices. (See next page for more.)



We Here Members by Platform.

PRIVATE SPACE EVALUATION



SOCIAL MEDIA PLATFORMS ALLOW MEMBERS TO CONNECT WHERE THEY ALREADY ARE, BUT THIS CONVENIENCE COMES AT A COST.

We Here started as a Facebook group in 2016 and has expanded to three separate platforms: Facebook group, Google Groups, and Slack. The Facebook group is by far our largest community, but we have concerns about Facebook's privacy, censorship, lack of features, and business practices. The community also voiced similar concerns. In 2019, 68% of members said they would move away from Facebook due to its issues around data and privacy. In an effort to not make a unilateral decision as Admins, we called on the community to help us research other virtual spaces but were not able to get the conversation off the ground. We Here Admins hope to get back to this pressing work in 2023.



SUPPORT COMMUNITIES

Patreon and Seed Circle Communities

SUPPORT COMMUNITIES



Our Patreon and Seed Circle communities help us achieve our goals to support, uplift, and compensate folks who identify as Black, Indigenous, or People of Color in library and information science professions, all while receiving exclusive and early access to We Here content.

Through Patreon and Seed Circle memberships, we've been able to offer mutual aid micro grants; pay speakers for free community events; purchase gifts for We Together mentors, and much more.

These supportive membership communities allow us to center our work and communities rather than centering revenue.

Anyone can join either community at the \$5 per month or \$60 per year level.

Learn more at <https://www.wehere.space/support-us>



*Support Us,
Get Exclusive
Stuff*



**JOIN OUR PATREON OR SEED
CIRCLE COMMUNITIES**

Starting at the monthly cost of a *really* good cup of coffee.

<https://www.wehere.space/support-us>



WE WORLD

What We Worked on During 2022



The Community School

Community School - Learn in community

The Community School, which has included multi-week courses, seminars, and webinars, seeks to provide a learning community with opportunities for personal and professional development based in anti-racist pedagogy, as well as recognizing and acknowledging systemic racism and oppression.


The Community School takes a lot of labor and care, which lead to fewer workshops this year and an emphasis on asynchronous courses rather than webinars or seminars.

The Community School Numbers:



COMMUNITY SCHOOL CATALOG




 The Community School *Open to the Public*

Writing Your Personal Annual Review and Strategic Plan (2022)

with Saira Raza

Saturday, January 29, 2022
10am PT, 11am MT, 12pm CT, 1pm ET USA
2-Hour Live Workshop

Writing Your Annual Review and Strategic Plan with Saira Raza (Workshop).

 The Community School *Open to the Public*

Words on Display: Curating Library Exhibitions

with Lourdes Santamaría-Wheeler

4-week, Asynchronous Course
Beginning February 1, 2022

Words on Display: Curating Library Exhibitions with Lourdes Santamaría-Wheeler (Course).

Care through Creativity: Centering Attention with Visual Journaling

With Jewel Davis




2-Hour, Synchronous Workshop
Saturday, August 20, 2022
12pm PT, 1pm MT, 2pm CT, 3pm ET USA

Care through Creativity: Centering Attention with Visual Journaling with Jewel Davis (Workshop, We Here Members Only).

COMMUNITY SCHOOL CATALOG




 The Community School *Open to the Public*

**Critical Concepts in
Library and Information
Science: Research,
Teaching, and Practice**

with Jamillah R. Gabriel

6-week, Asynchronous Course
Beginning October 10, 2022

Critical Concepts in Library and Information Science: Research, Teaching, and Practice with Jamillah R. Gabriel (Course).

 The Community School *Open to the Public*

**Critical Management
Studies: Critical
Praxis for Library
Managers**

with Silvia Vong

Five-week asynchronous course
Beginning November 7, 2022

Critical Management Studies: Critical Praxis for Library Managers with Silvia Vong (Course).



*Community Study –
(be)coming together
in study*

Community Study is an ongoing constellation of study groups, immersions, community learning spaces, and reading groups centered around BIPOC being and (be)coming together in study. Community Study believes that learning and exploring together is a joyous and generative form of community (and community building) that facilitates curiosity, intimacy, and care—all of which are deeply needed now.

Community Study formed in 2021 by organizers nicholae cline, Sofia Leung, and Jorge López-McKnight and officially became part of the We Family in 2022. This provided an opportunity to offer a space for Community Study on the We Here website and for them to link to We Reads' Bookshop.org page, which helps fund the Community Study scholarship program.

While Community Study participation is exclusively for folks who identify as Black, Indigenous, or People of Color, the organizers make reading (and music) lists publicly available on the We Here website.

COMMUNITY STUDY

Reflections and Takeaways for the Year



GUIDES AND COORDINATION

In order to encourage conversation and community, participants are organized into clusters, or smaller groups, and typically a study is led by one of the organizers or volunteer coordinator. Organizers created documentation for this process and began meeting monthly with study coordinators. to help provide a supportive container and ensure a more consistent experience.

SCHOLARSHIP LAUNCH

Community Study launched a scholarship program, in conjunction with and supported by We Reads. The program makes Community Study more accessible to a wider group of folks by alleviating the cost of participation. Community Study provided 5 scholarships for folks involved in the bell hooks immersion.

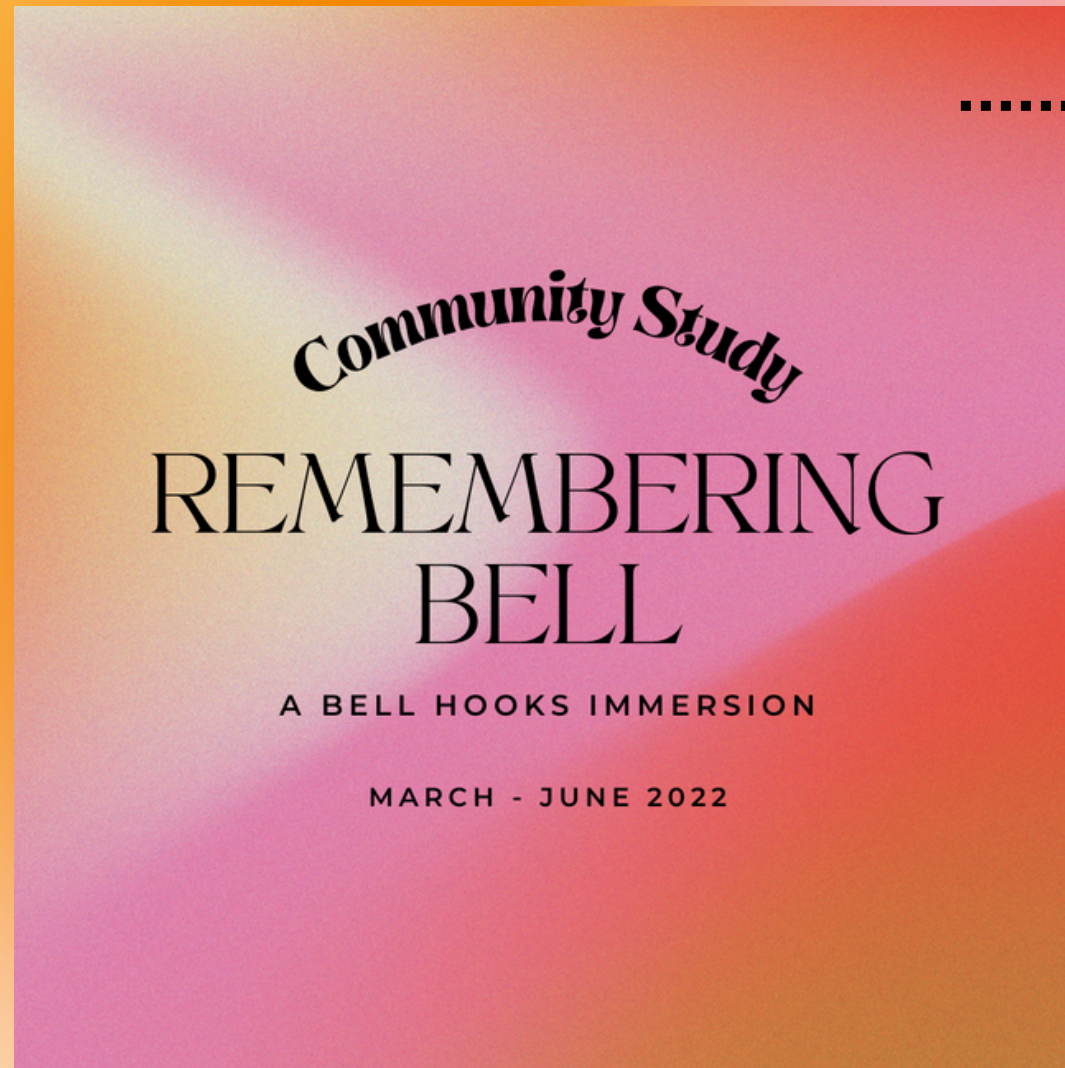
UP//ROOT COLLABORATION

Community Study organizers collaborated with *up//root* editors to publish a series of reflections by participants from the Remembering bell (bell hooks) study organized in Spring 2022. The series was published in November and it was *up//root's* first series.

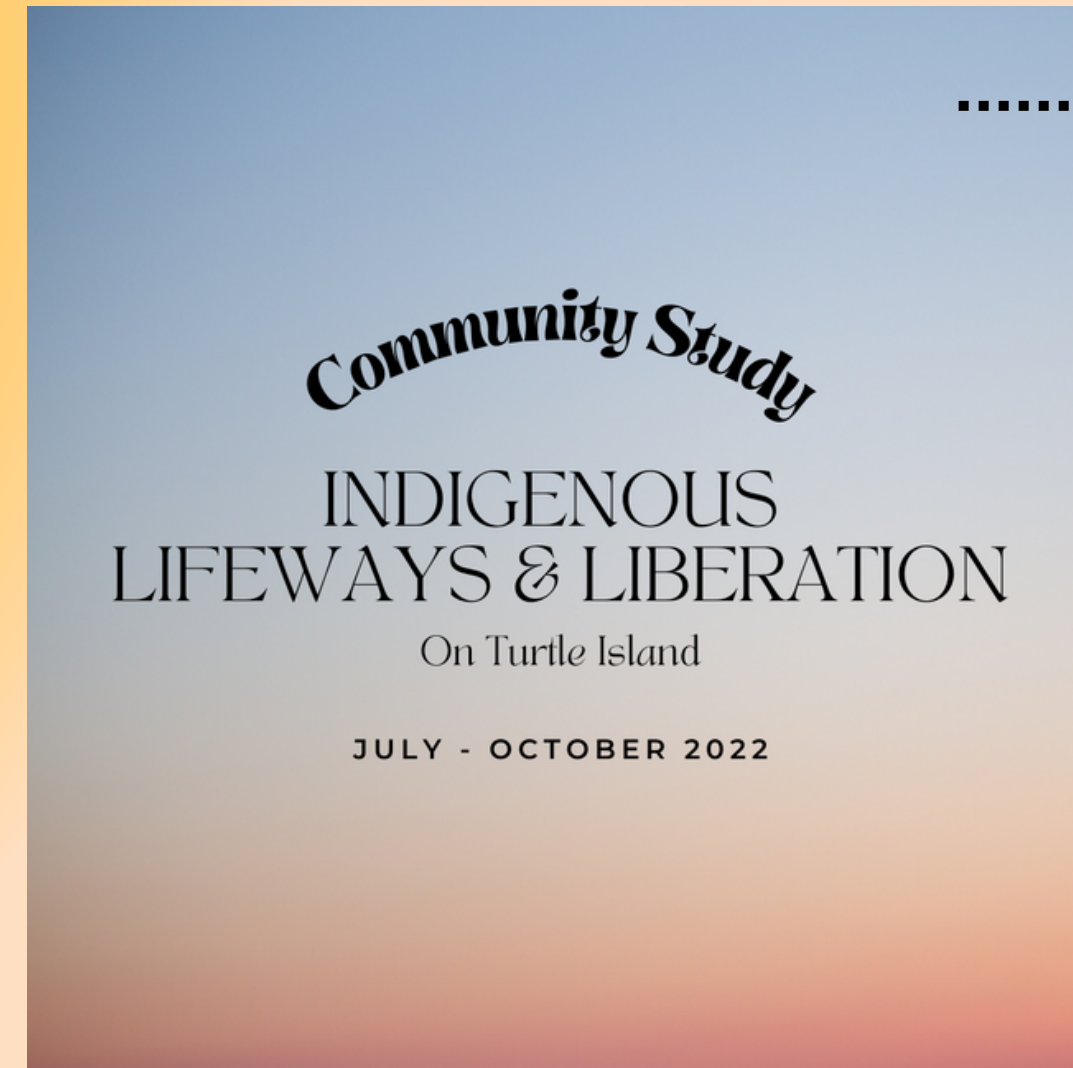
COMING UP IN 2023: MEDIA-BASED STUDY

Organizers are excited to be collaborating with a study participant who had a different approach to Community Study, which in the past has been entirely text-based. It was always an intention to share organizing and planning duties with study participants, so they are excited to invite new folks in to organize studies.

COMMUNITY STUDY STUDIES



..... 53 participants



..... 31 participants

Remembering bell: A bell hooks immersion, March-June 2022.

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Indigenous Lifeways & Liberation on Turtle Island, July-October 2022

up//root



up//root: a we here publication

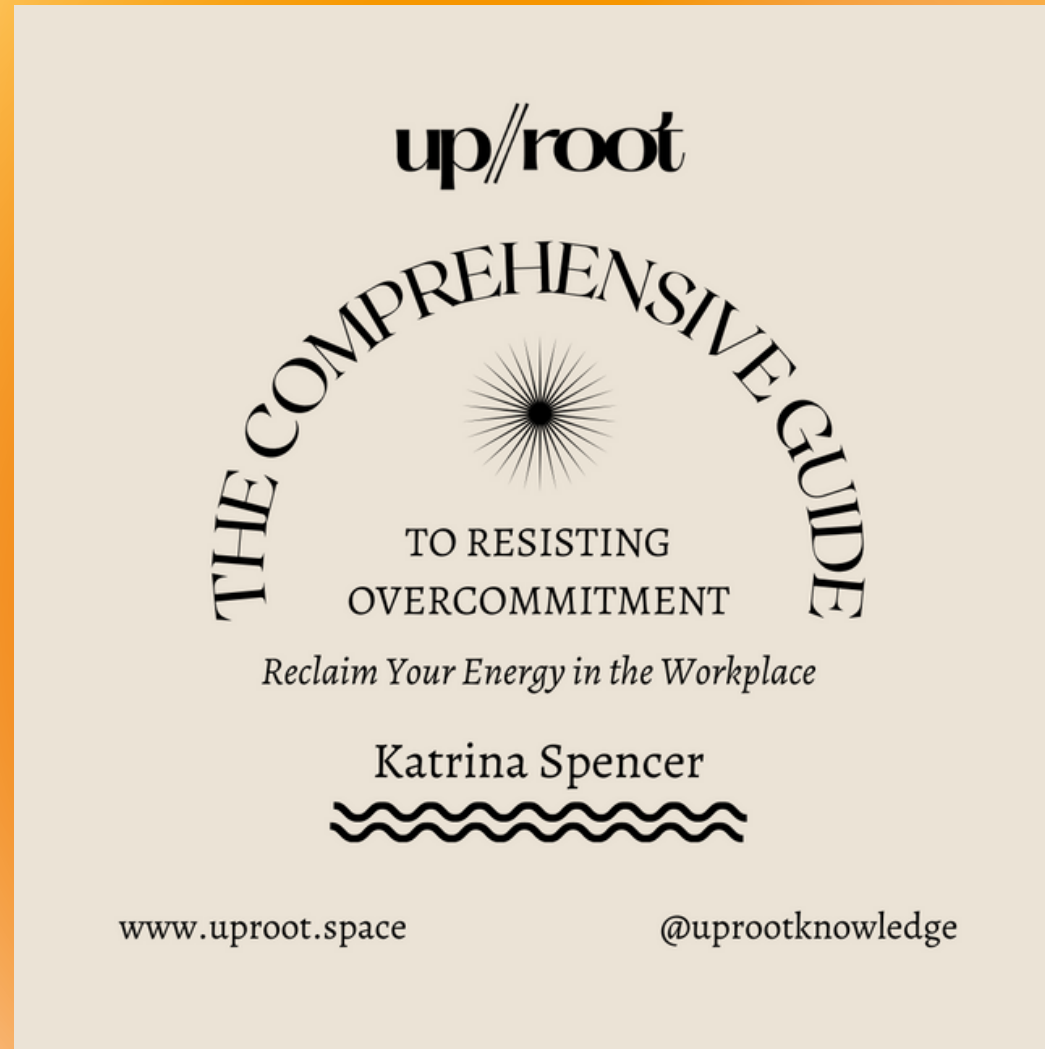
up//root: a we here publication is a publishing collective that exists to center the works, knowledge, and experiences of folks who identify as Black, Indigenous, or People of Color within the context of the library and archives community.

This year *up//root* was awarded a second \$20,000 grant from SPARC, which allowed us to compensate editors, authors, peer reviewers, Community Award recipients, and event participants.

In 2022 the editorial team took a hiatus to review processes and workflows, including codifying the perpetual work of nurturing and developing approaches of care to the publishing experience. Part of this documentation process also included a guide for authors who want to include an audio reading of their published work. So far, five authors have recorded audio files.

As mentioned in the Community Study section, *up//root* collaborated with Community Study to publish its first ever series, "remembering bell: reflections from Community Study."

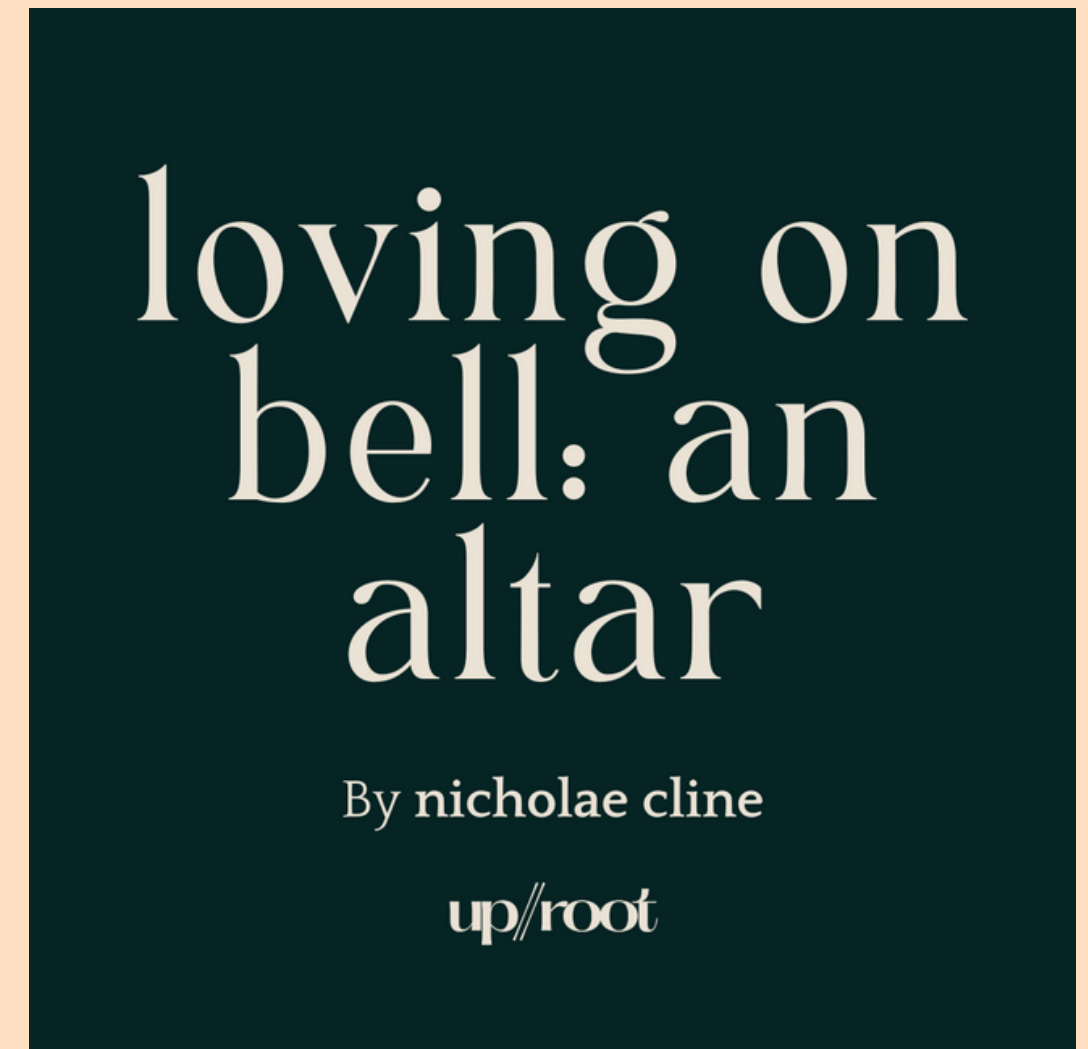
UP//ROOT FEATURES



The Comprehensive Guide to Resisting Overcommitment: Reclaim Your Energy in the Workplace by Katrina Spencer



Latinidad as Erasure: Words from a Critical Discussion on the Single Narrative of Latinidad by Jennifer A. Ferretti, Cristina Fontáñez Rodríguez, Yvette Ramírez, Amanda Toledo, and Gabby Womack



loving on bell: an altar by nicholae cline

UP//ROOT FEATURES



ON READING
bell hooks
AND COMMUNITY
STUDY AS GRIEF
RITUAL

By Marissa Arterberry

up//root

*On Reading bell hooks and
Community Study as Grief Ritual by
Marissa Arterberry*

HOW DO YOU
DECLARE LOVE
IS BOUNDLESS
ON A BILLBOARD
WITH SUCH
STARK EDGES?

By jaime ding

up//root

*How do you declare love is
boundless on a billboard with such
stark edges? by jaime ding*

CAN'T WE
ALL JUST
CATHECT
ALONG

By Brittani Sterling

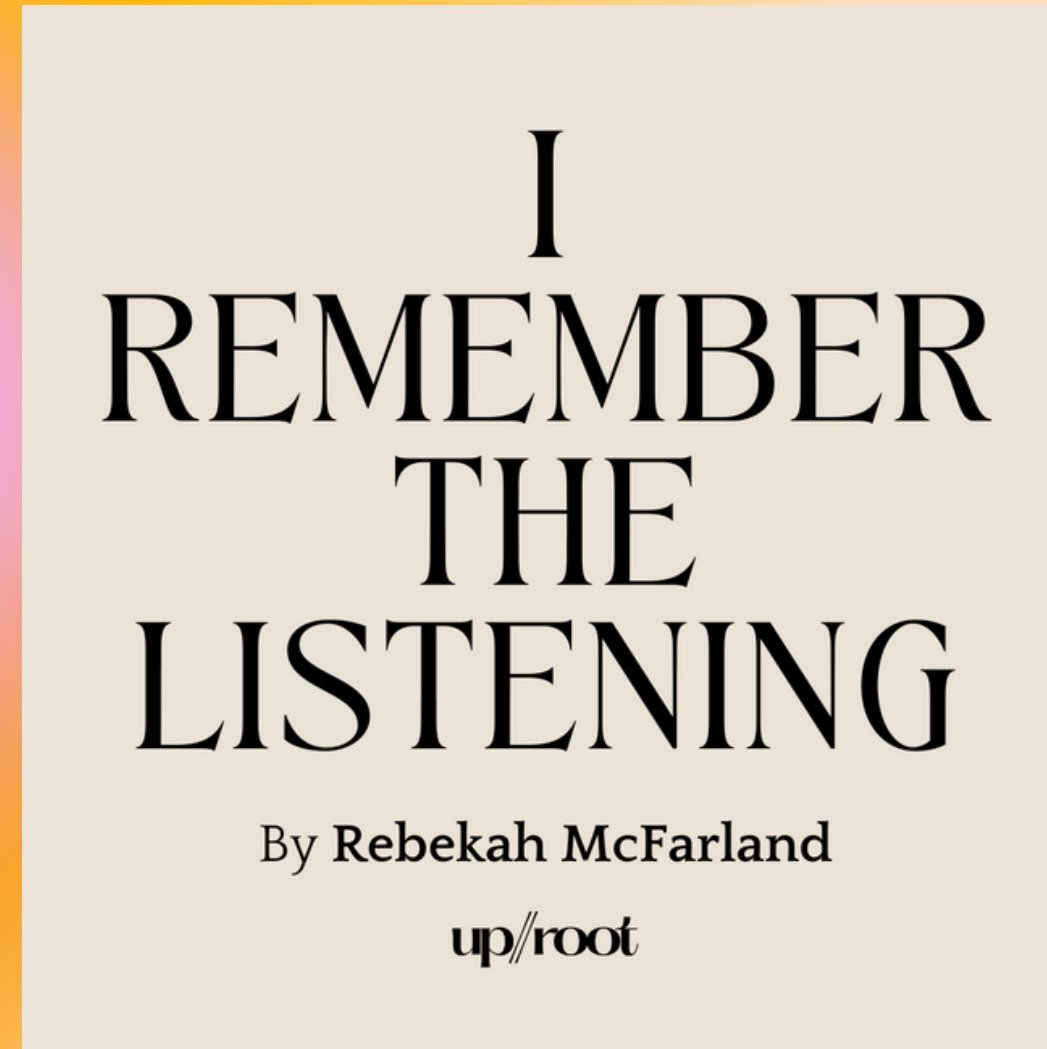
up//root

*Can't We All Just Cathect Along by
Brittani Sterling*

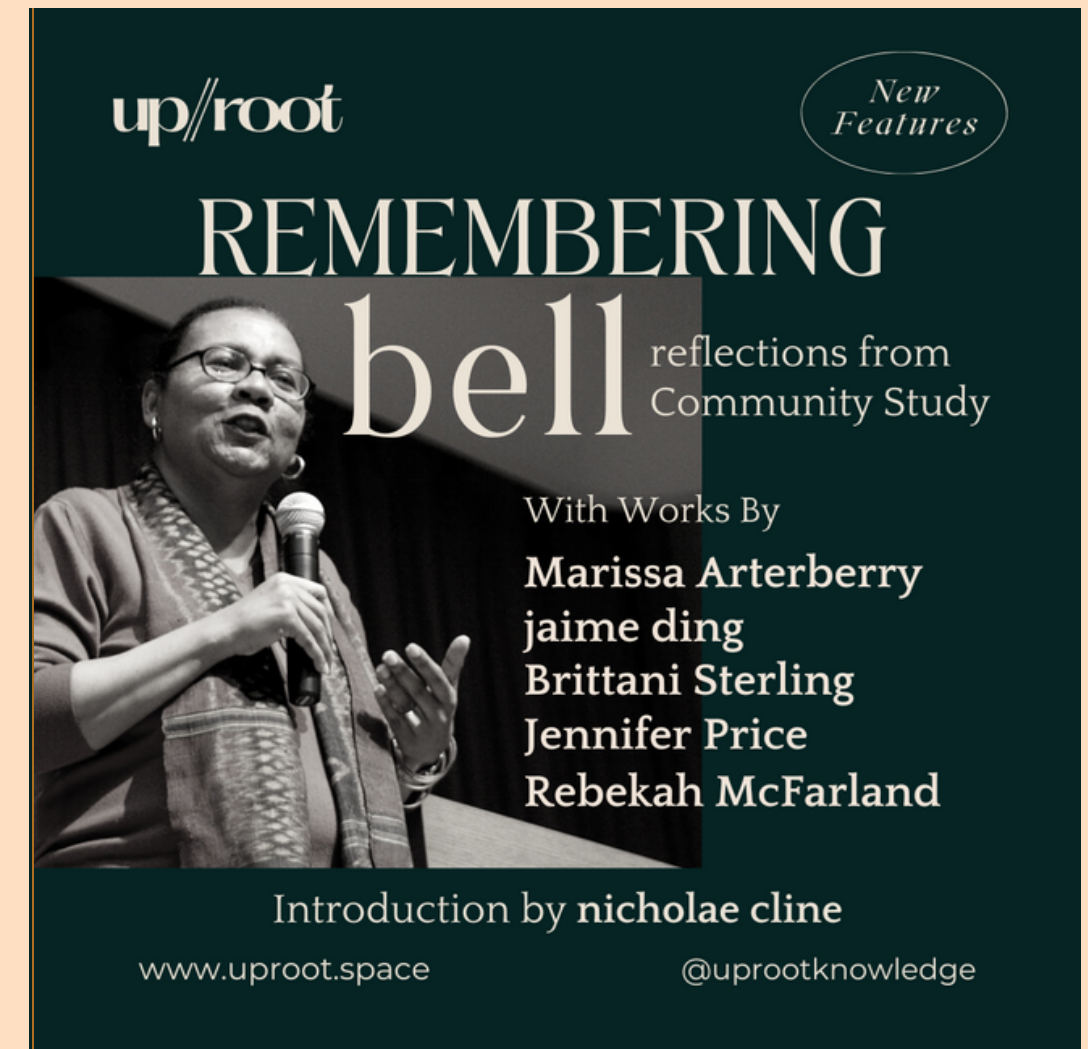
UP//ROOT FEATURES



Permission to Unpack: An Essay-Poem-Visual Response to Bone Black: Memories of Girlhood by Jennifer Price



I Remember the Listening by Rebekah McFarland



Series graphic for remembering bell: reflections from Community Study.

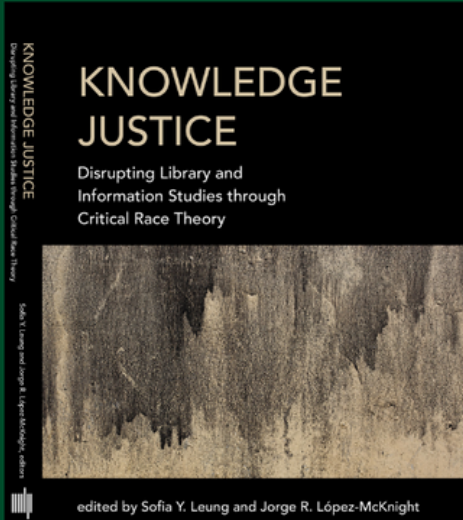
MORE FROM UP//ROOT



up//root: a we here publication presents

up//

KNOWLEDGE JUSTICE AT ONE



A celebration of the one year anniversary of Knowledge Justice: Disrupting Library and Information Studies through Critical Race Theory

Thursday, 7/28/2022
2:30p PT, 3:30p MT,
4:30p CT, 5:30p ET USA

edited by Sofia Y. Leung and Jorge R. López-McKnight

www.wehere.space/knowledge-justice

up//root sponsored, "Knowledge Justice at One," a celebration of the one year anniversary of Knowledge Justice: Disrupting Library and Information Studies through Critical Race Theory, which allowed us to pay participants and purchase a temporary webinar license.

Learn more about Knowledge Justice:
<https://www.wehere.space/knowledge-justice>



up//root

2022

COMMUNITY AWARD

up//root launched its first Community Award for We Here members. Five selected applicants were awarded \$500 and the option to publish to their work on up//root in 2023.



we reads

We Reads: Literature that Nourishes Us

We Reads is, first and foremost, about highlighting BIPOC voices in literature. It is also deeply personal, and joyfully so: we read as our whole selves, bringing our identities and experiences with us when we enter the world of a story or poem. The works collected over the past year have resonated with, shaped, and nourished us, changing us in ways we might not yet understand and living inside us as we once chose to live inside them.

We Reads dropped two seasonal collections in 2022:

Spring

May 2, 2022

45 titles

Autumn

November 2, 2022

94 titles

Winter Collection dropping January 2023.



we reads Timeline

Access the Archive:

<https://bit.ly/wereadsarchive>



March

The We Reads Archives is released - an archival solution for all collections with searchable tags.

April

What We Readin' launched. Each team member shared what they're reading in a story on We Here's Instagram.

May

Spring Collection is released. 2022 list was selected for Bookshop.org Collection Spotlight on homepage. 2021 list selected for social media promotion.

July

We Readin' Book Club launch and reading party! Took place on Discord (see more on next page).

September

Second round of *What We Readin'* Book Picks on Instagram.

November

Autumn Collection is released.

December

Final round of *What We Readin'* Book Picks for 2022 released on Instagram.

we reads

We Readin' Book Club and Reading Party



In July 2022, We Here members were invited to join the We Reads team for their first ever Book Club and Reading Party. The We Reads team chose to read *Light from Uncommon Stars* by Ryka Aoki (but folks were invited to read whatever they wanted) and we gathered on Discord for music and much needed small community connection.



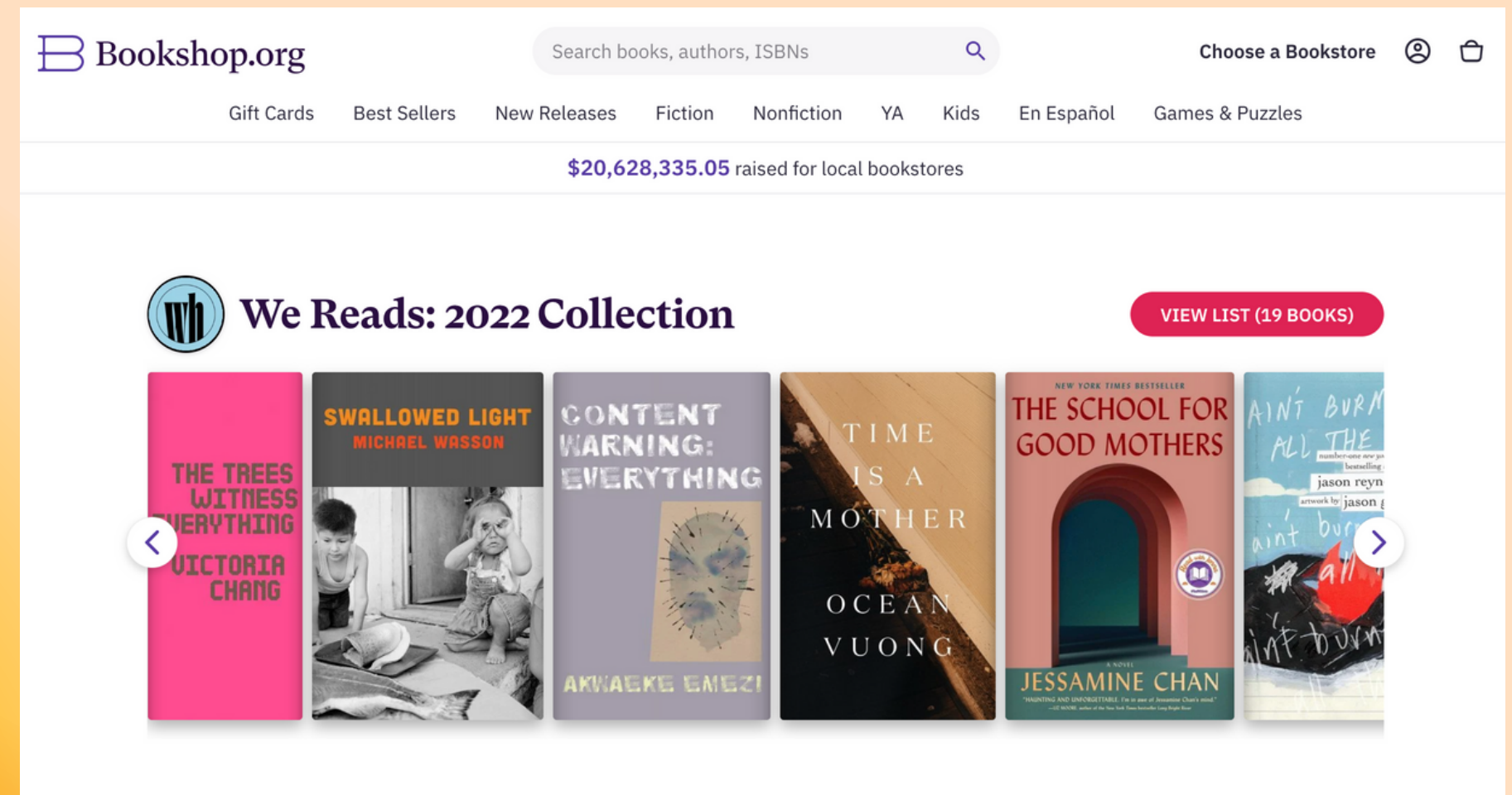
we reads

Bookshop.org Affiliation



We Here/We Reads is proud to be a Bookshop.org affiliate because of their mission to financially support local, independent bookstores. Online marketplaces have shown a severe lack of empathy for humanity and as information professionals, we must resist the (often dangerous) convenience. Consider investing in your community personally by purchasing locally or from BIPOC-owned businesses and advocating your organization do the same if you do collection development.

By hosting collections on Bookshop.org, we earn a modest commission when folks click the "Buy It" link on the Current Collections page and make a purchase. The revenue generated goes directly to Community Study scholarships. After 131 book purchases through our affiliate link, we raised \$272.50 for scholarships.



*Thank you so much to everyone who purchased a book through our
Affiliate link!*

<https://bookshop.org/shop/we-reads>





we TOGETHER



We Together - Reimagining mentorship for mutual growth and liberation

We Together - Reimagining mentorship for mutual growth and liberation launched in October 2020 and is specifically for folks who identify as Black, Indigenous, or People of Color. Peer mentoring has always been an important part of our private communities and with the formal launch of We Together, program managers have been able to offer manual, individual matching, plan events, develop curriculum, and take time for program assessment.

The 2022 cohort included 30 people. Program managers organized the panel discussion "Career Transitions," with Roberto Delgadillo, Christian Minter, Katrina Spencer, and Arlene Yu for the cohort. This year they also hosted their first peer to peer pairs for folks open to engaging in conversation with a peer, rather than a more formal mentor.

In loving memory of Roberto Delgadillo. We give thanks for his friendship and honor his contributions to the library and information science community. Rest in peace, Roberto.



PAY US

Normalizing paying folks who identify as Black, Indigenous,
or People of Color

ABOUT PAY US



As mentioned in our note about 2022 and productivity, the main motivation for creating an LLC was to be able to pay people for the time and expertise they give to the We Here community.

We started the tradition of totaling up how much we've paid to folks who identify as BIPOC in our first Wrap Up and continue it this year. Although we hosted less events and workshops, we're happy to have been able to distribute the amount we did.



\$8,206.06*

Community School Instructional Designers and Support

Three asynchronous courses, two webinars, one recording.

*One instructional designer donated the majority of their compensation to We Together. This total includes their compensation before donation.



\$5,6000.000

Professional Services

Services such as legal and accounting.



\$2,500.000

Microgrant Awards Distributed by *up//root*

The editorial team awarded \$500 to five applicants who responded to writing prompts for their first ever Community Award.



\$41,129.56

Total Paid to Contractors

This includes Admins, project/program managers, authors, peer reviewers, event speakers, and instructional designers, for their time and expertise.



THANK YOU
FOR READING



 The Community School



up//root

**we
reads**



we here

www.wehere.space

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