

**WE HERE® PRESENTS**



The  
2023  
WRAP  
&P

2024.  
01

[WWW.WEHERE.SPACE](http://WWW.WEHERE.SPACE)

**AS WE ENTER 2024, WE  
LOOK BACK AT WHAT  
WE'VE ACCOMPLISHED.**

# *what's here*

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the cost of we here

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# *P*INTRODUCTION

# Introduction

This year was about doing what we do well. We didn't stretch ourselves thin trying to grow in all directions — we nurtured what was already thriving: our communities and our ongoing programs. This felt especially important as community members navigated another year of shifting pandemic life, witnessed international violence in places like Gaza and Ukraine, and found themselves in the midst of culture wars against libraries and the freedom to read.

In the background, we were also dream-shaping We Here's future, solidifying ideas and paths for 2024 that we're excited to share soon.

We are doing this work on our own terms, attempting to dream and build new ways of being for folks who identify as Black, Indigenous, or People of Color (BIPOC) in library and information science, which takes time, being present and accountable. Thank you for being with us in this work.

Let's get into the wrap-up.

**/WH**

# Our Mission

COMMUNITY

JOY

GROWTH

We Here<sup>®</sup> 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

COMMUNITY  
FIRST

COMMUNITY  
LEARNING

JOY AND  
CELEBRATION

We Here's private communities for library and archives workers who identify as Black, Indigenous, or People of Color was established in 2016 and are the center of our work. Member-only spaces and opportunities are essential for keeping our members safe and supported.

At the center of our programs is the desire for shared community learning and growth: We work with members of our community to facilitate courses and workshops for the Community School, explore topics together through Community Study, create opportunities for mentorship and encouragement through We Together, and nurture the needs of folks who seek new reading materials for their personal or library collections as We Reads.

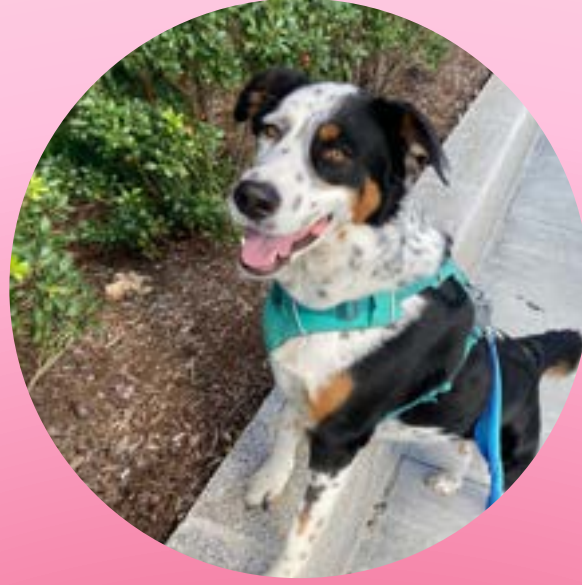
Through knowledge sharing and community building, we are carving out spaces in LIS that are for us and by us.

# Meet Our Project and Program Leaders 2023 We Family

*New Members*



**nicholae cline**—Community Admin, Community Study, We Reads



**Sofia Leung**—Community School Manager, Community Study



**Becca Quon**—Communications and Outreach Manager



**Megdi Abebe**—Editor, *up//root*



**Jennifer Brown**—Community Manager, We Reads



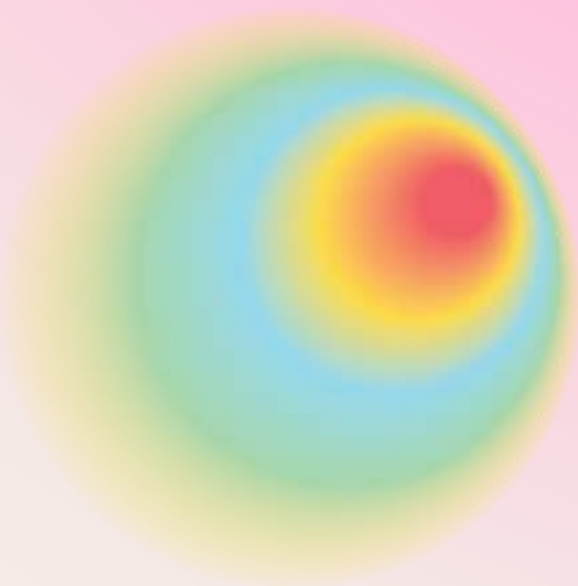
**Crystal Chen**—Community Admin, We Reads, We Together



**Nicollette Davis**—Community Admin, We Together



**Jennifer Ferretti**—Founder, Principal, Creative Director



**Jorge López-McKnight**—Community Study



**Charlotte Roh**—Community Manager, We Reads



**Kristina Santiago**—Editor, *up//root*



*OUR COMMUNITIES*



# Member Communities

## Community First

Our private communities are the foundation of our work. We welcomed more than 150 new members across platforms in 2023. Each space is unique, but across all three, we share victories, post opportunities, ask for advice, and learn from one another's experiences.

## Taking Care

Our Safe Space Agreement and our Admin Team are the reasons our communities thrive – supporting members and facilitating spaces where we can show up, be real, and share joy. This June the team shared important updates to our member agreement reflecting the ever-changing nature of the internet, centering privacy and care across our platforms.

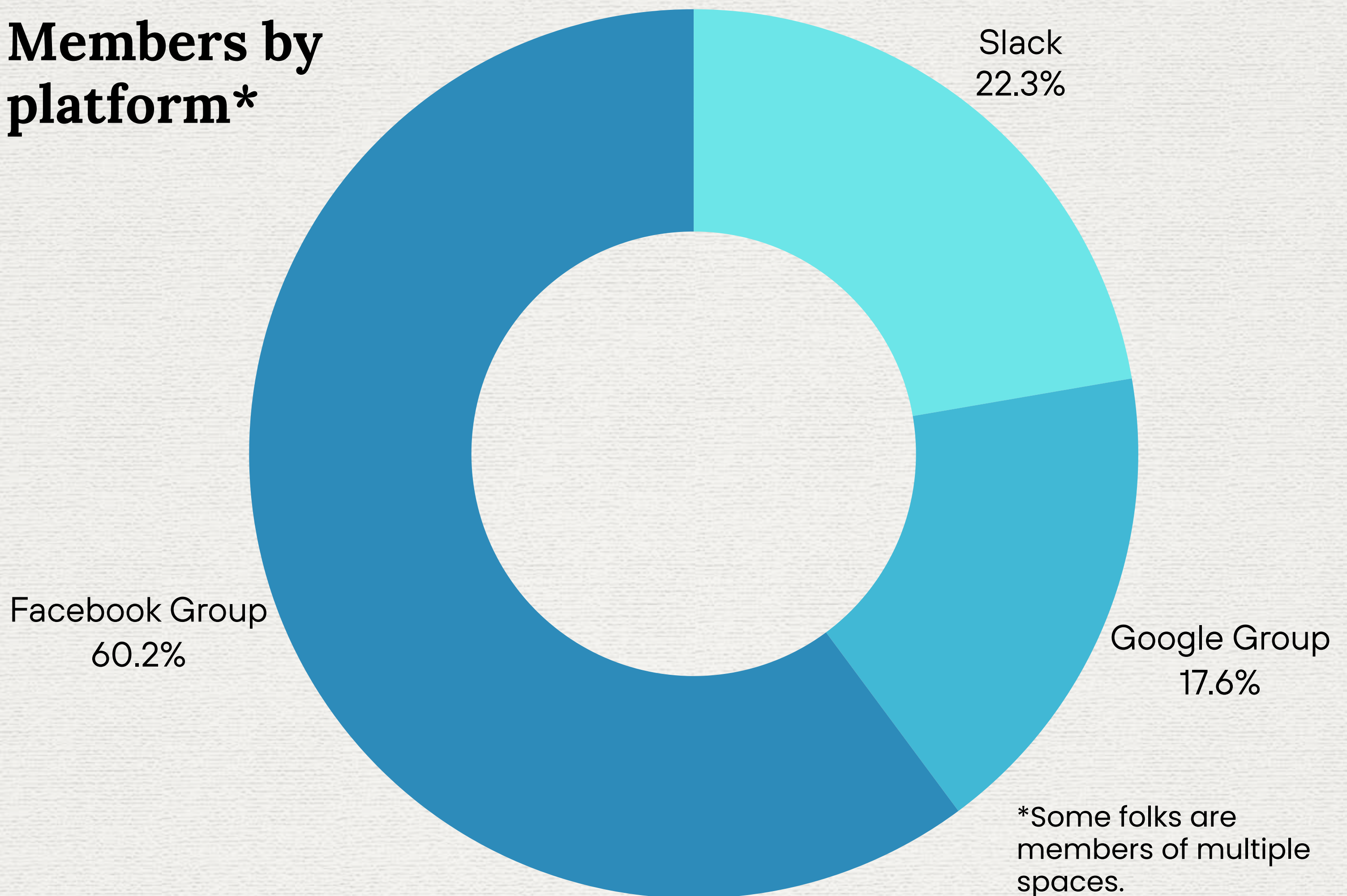
## The Admin Team

This year we welcomed nicholae to the Admin Team. We met each month to coordinate work and lay groundwork for future programs. In response to the annual community survey, we changed up when we sent our weekly bulletin and created new ways to see positions submitted to our Job Board. We also hosted a Family Meeting, which are events for We Here members only on timely topics.

# Member Communities

## *Continued*

### Members by platform\*



**3,724 members** across three platforms  
/ **33 slack channels** / **262,673 slack messages** sent (all-time usage) / over  
**100 Facebook Group posts** each month  
/ **98 responses** to our annual  
community survey

**Community Mentions** — Departures & Arrivals: A Musical Memoir by Katrina Spencer, July 23, 2023.

# Public Communities and Supporters

## Patreon & Seed Circle

*Thank you  
supporters!*

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 pay speakers for free community events, maintain costly subscriptions needed for operations, purchase gifts for We Together mentors, and much more.

Our supporters allow us to center our work over revenue. We Here's private communities for BIPOC are, and will remain, free to join because of their support.

# Public Communities and Supporters *Continued*

**10**

*Exclusive Content Releases*

**9**

*Early Access Releases*

Patreon and Seed Circle members received exclusive content like the the monthly *Update*, exclusive Q&A with folks we admire, video messages; and early access to things like Community School workshops, *up//root* features, and We Reads collections. All starting at the cost of a really good cup of coffee.

***Join us and get exclusive content!***

*OUR WORK*

# THE 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 led 2 workshops with 63 registered attendees.

### **Program Lead**

This year we welcomed Sofia Leung, a Community Study co-organizer and founding editor of *up//root*, into a new role as Community School Manager.

# Community School Workshops

 The Community School

## Getting Started: Business Research Basics

With Saira Raza

90-minute, Synchronous Workshop  
Friday, April 28, 2023  
10am PT, 11am MT, 12pm CT, 1pm ET USA

**20** Participants

## Getting Started: Business Research Basics

with Saira Raza

 The Community School

Open to the Public

## Writing Your Personal Annual Review and Strategic Plan

with Saira Raza

Two-hour, Live Workshop  
Saturday, June 24, 2023  
10am PT / 11am MT / 12pm CT / 1pm ET USA

**43** Participants

## Writing Your Personal Annual Review and Strategic Plan

with Saira Raza

# 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 and We Reads collaborated twice this year. They collaborated on the study “Dark Academia” and to compile

## **Program Leads**

nicholae cline / Sofia Leung / Jorge López-McKnight



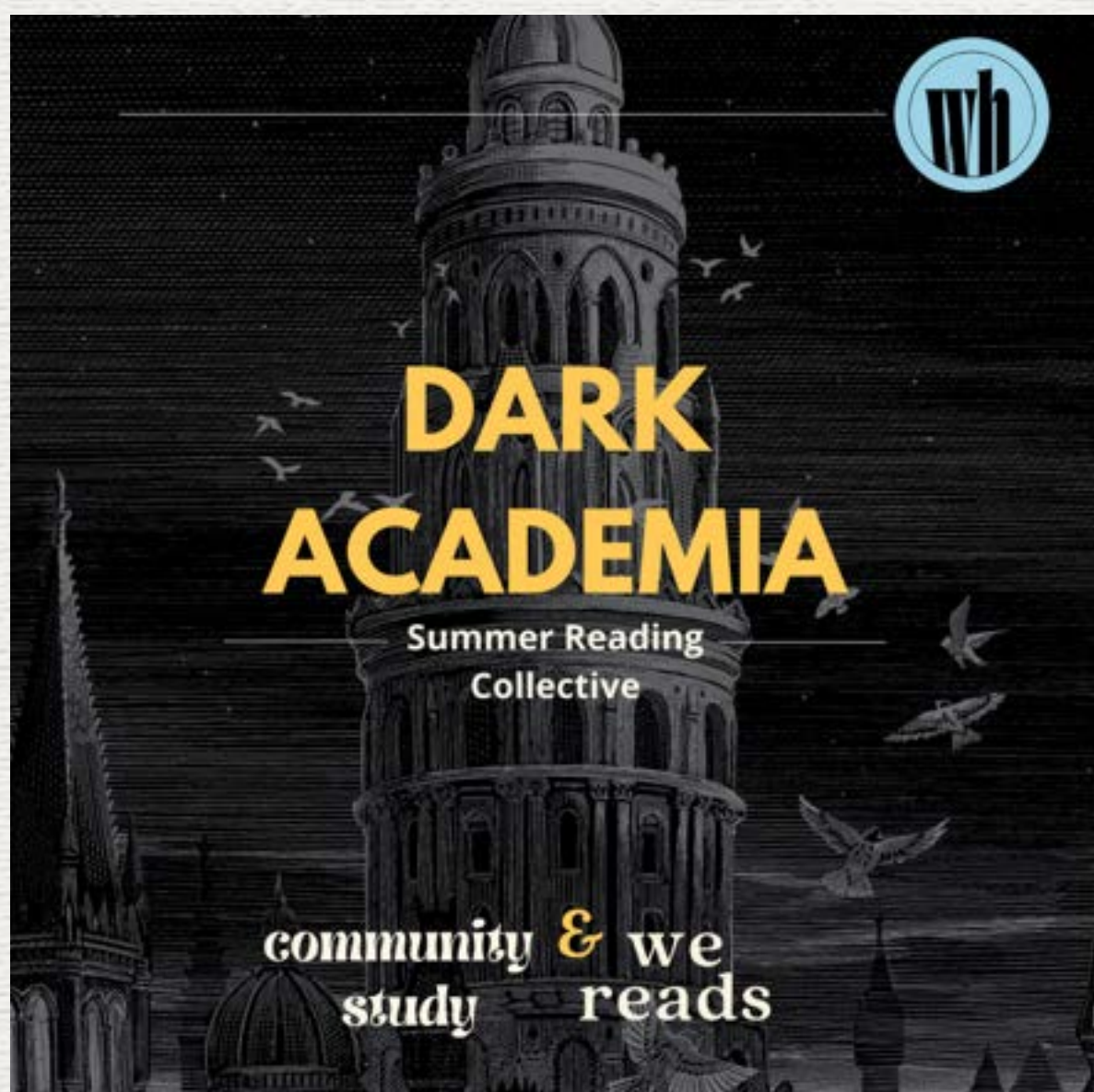
# Community Studies



**25** Participants

## You, Me, and We on TV

Pop Culture Representations of Librarians



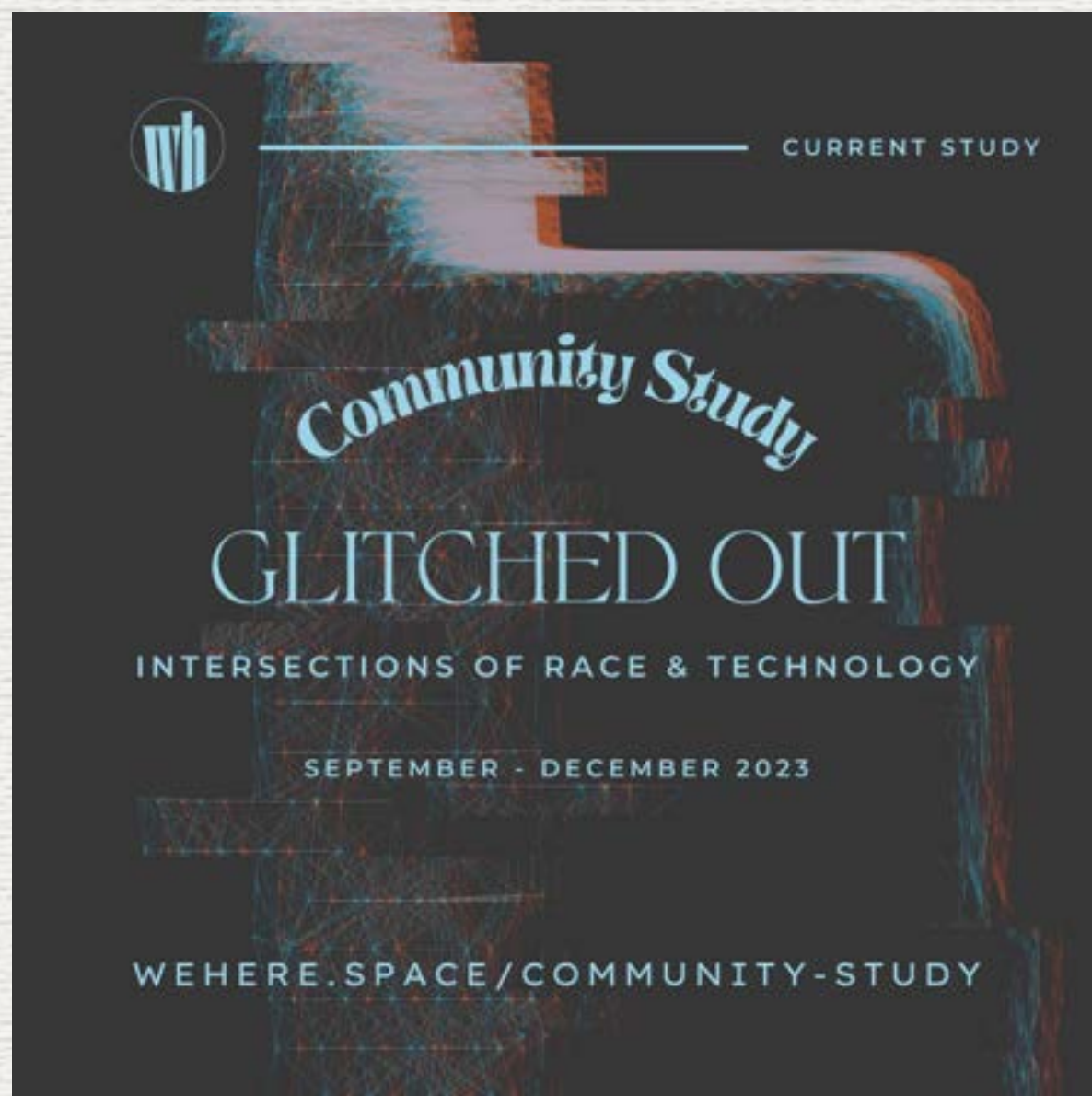
**40** Participants

## Dark Academia

Summer Reading Collective  
Collaboration with  
We Reads

# Community Studies

*Continued*



**43** Participants

## Glitched Out

Intersections of Race &  
Technology

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**3** *Studies*

**108** *Participants*

# up//root

~~*a we here publication*~~  
*an independent publication*

up//root 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. Established in 2020 as a We Here project, up//root has published an incredible array of features from members of the community.

## **A season of transition**

This December, at the conclusion of the editorial team's existing contract with We Here, up//root transitioned to an independent publication, separate from We Here. Our projects and programs, created, cared for, and tended by community members, sometimes grow in new directions that no longer need our support. It's exciting to be able to take this moment, which stems from a mutual desire to explore new possibilities in the realm of publishing, to do just that. In 2024, We Here will be considering how we want to show up as a publisher in LIS spaces in the future.

We Here is proud to have played a part in establishing this incredible BIPOC-led publishing community, which centers radical ideas, conversations and experiences within the context of libraries, archives and the greater information landscape, and to have supported the publication of the 2023 series HOME: an exploration of being and belonging in resistance.

## **Project Leads**

Megdi Abebe / Kristina Santiago

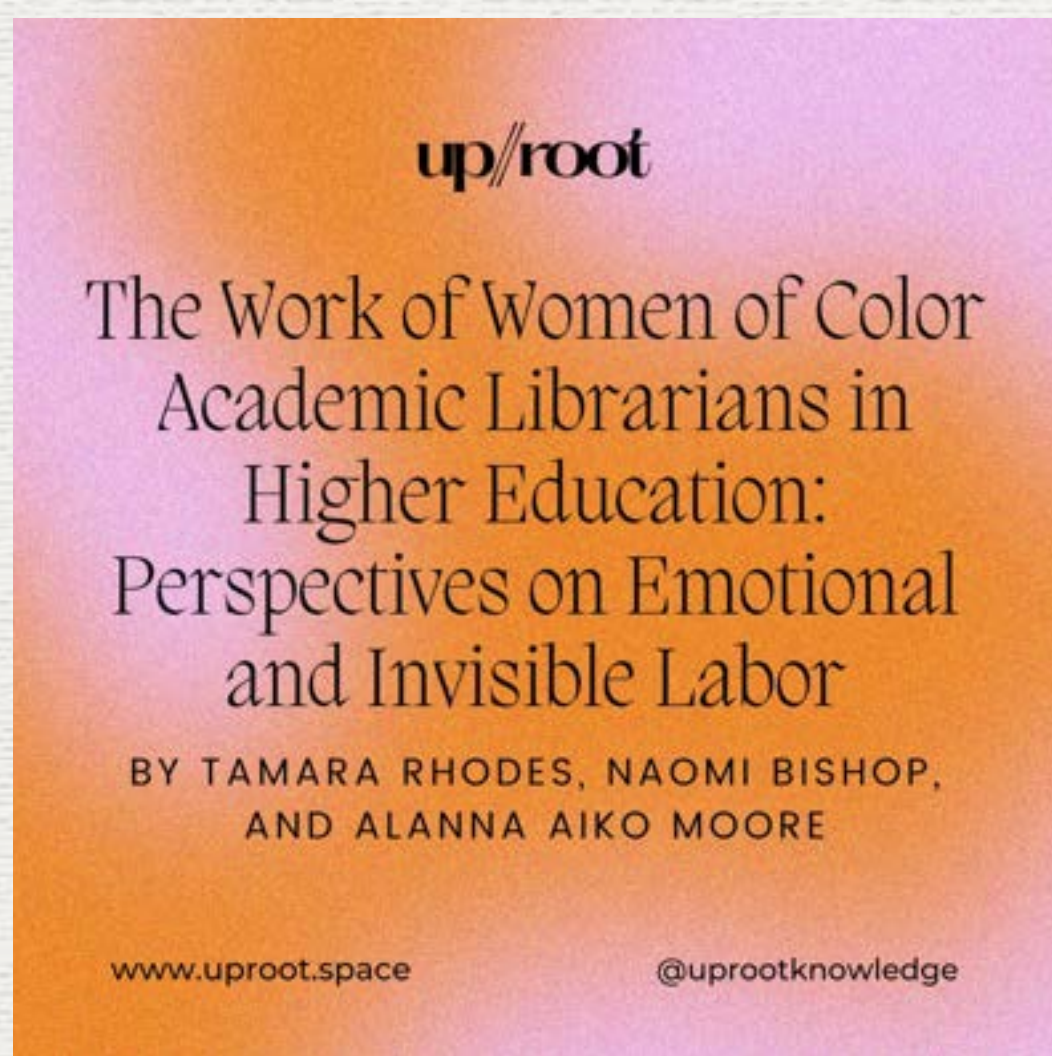
Find them at <https://uprooot.space> and @uprooot.space on Instagram.

# up//root Features



## Community Forum and Award

Myisha Sims, Chinyere E. Oteh, olivier, Rosario Santiago & Cathy Messier



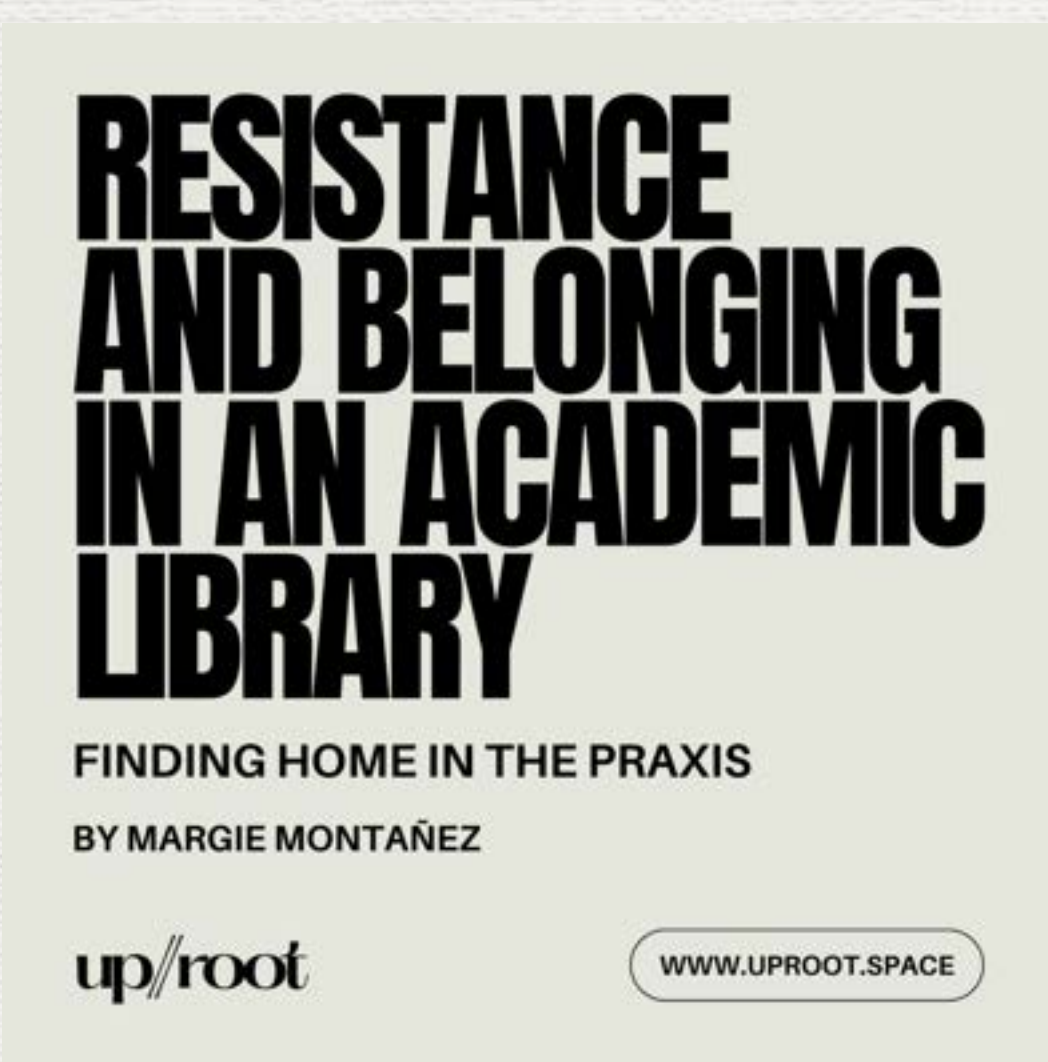
## The Work of Women of Color Academic Librarians in Higher Education: Perspectives on Emotional and Invisible Labor

Tamara Rhodes, Naomi Bishop, & Alanna Aiko Moore

# up//root Features *Continued*

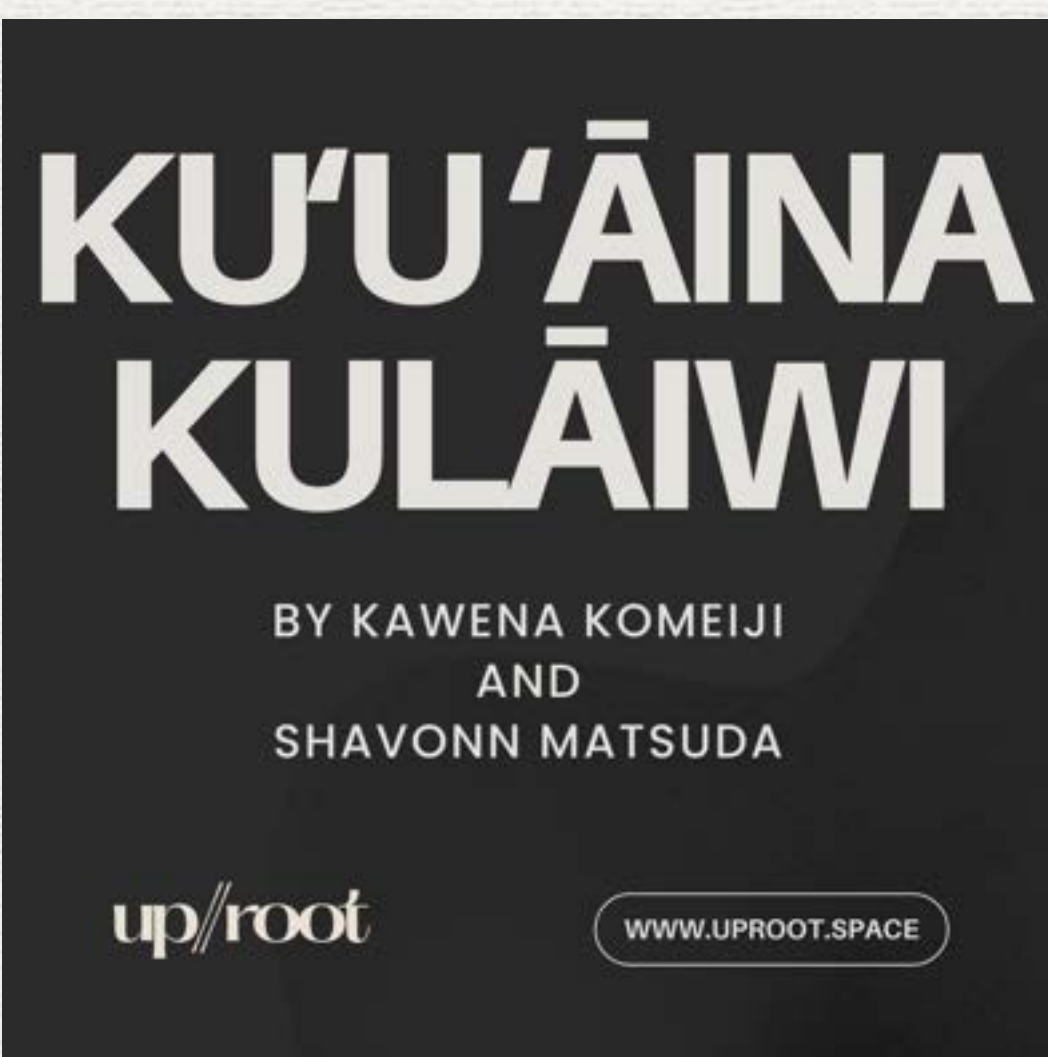
# HOME

*Series*



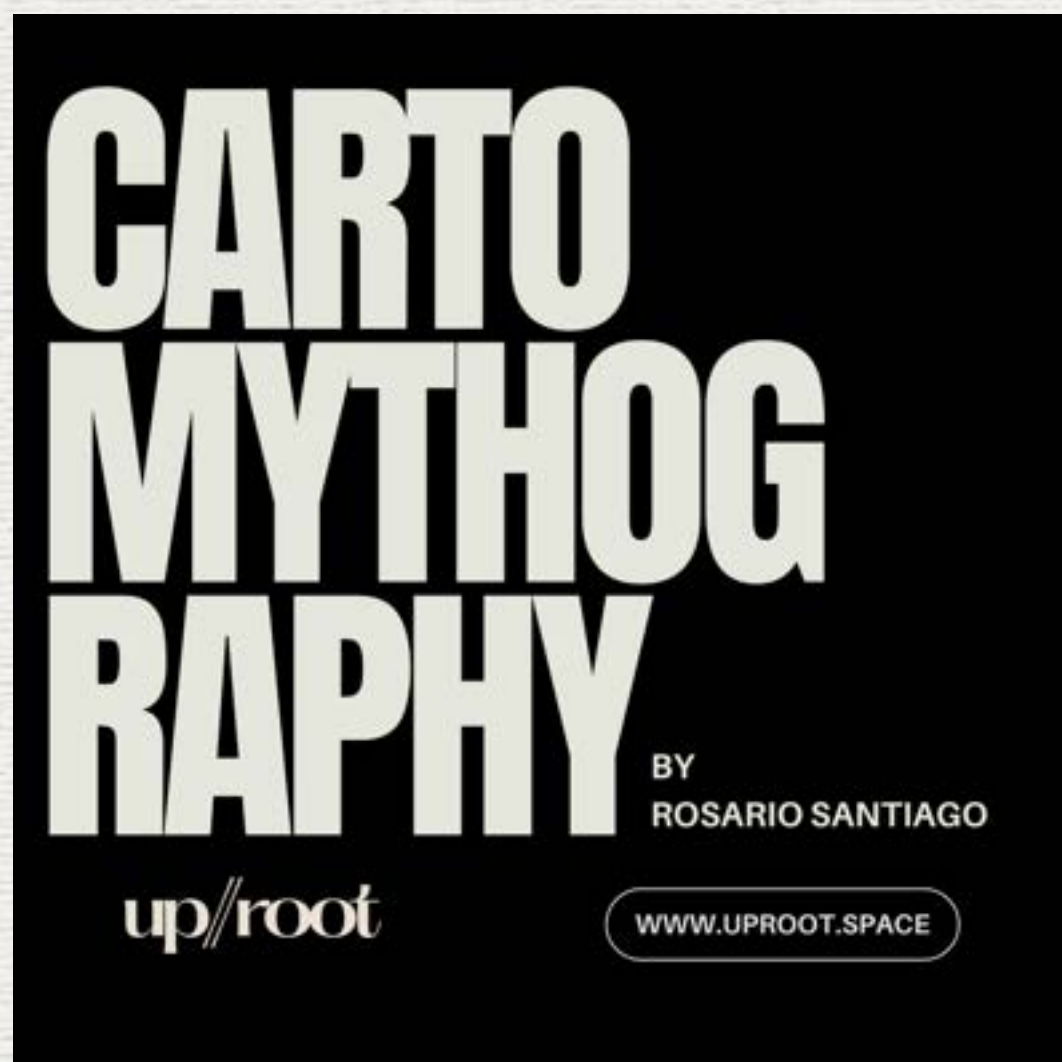
Resistance and  
Belonging in an  
Academic Library:  
Finding Home in the  
Praxis

Margie Montañez



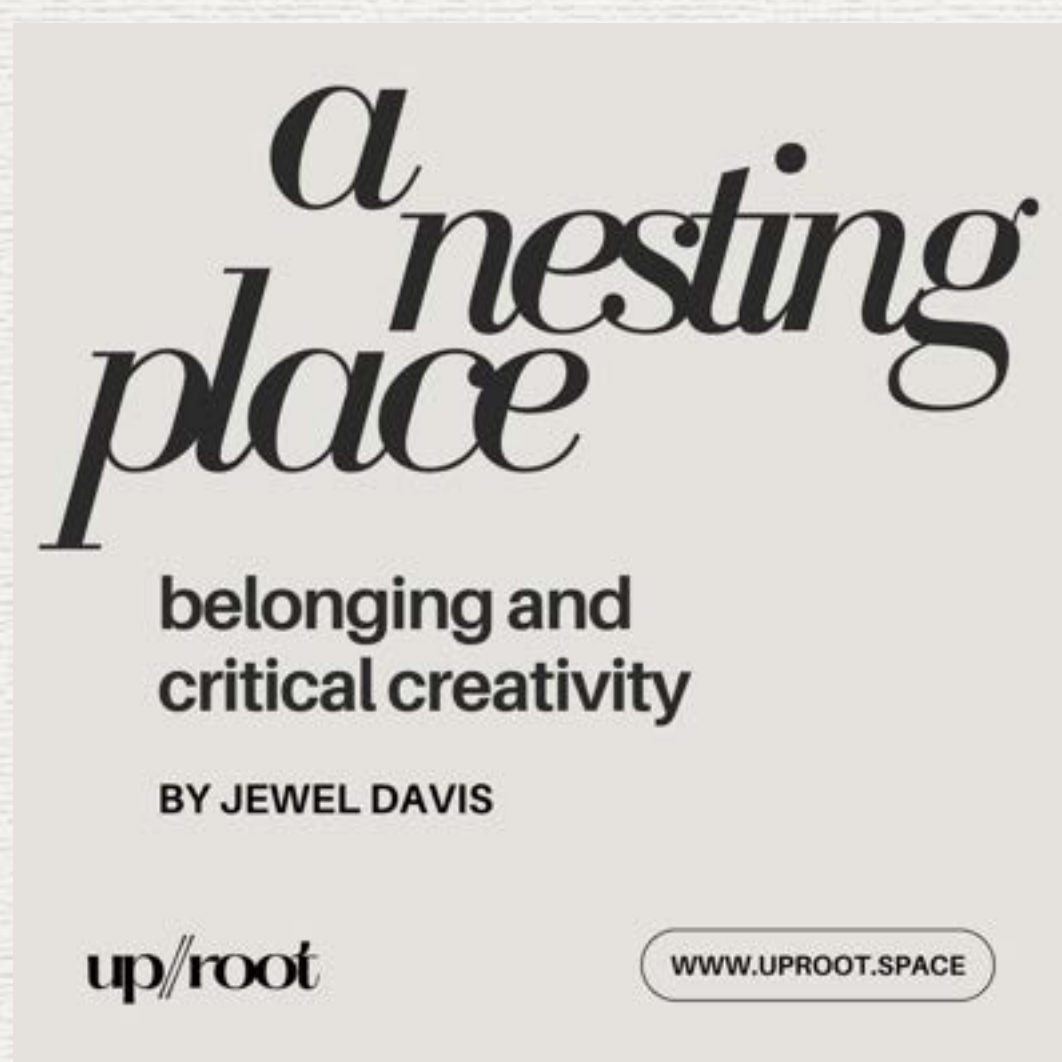
Ku'u 'Āina Kulāiwi  
Kawena Komeiji & Shavonn  
Matsuda

# HOME Series *Continued*



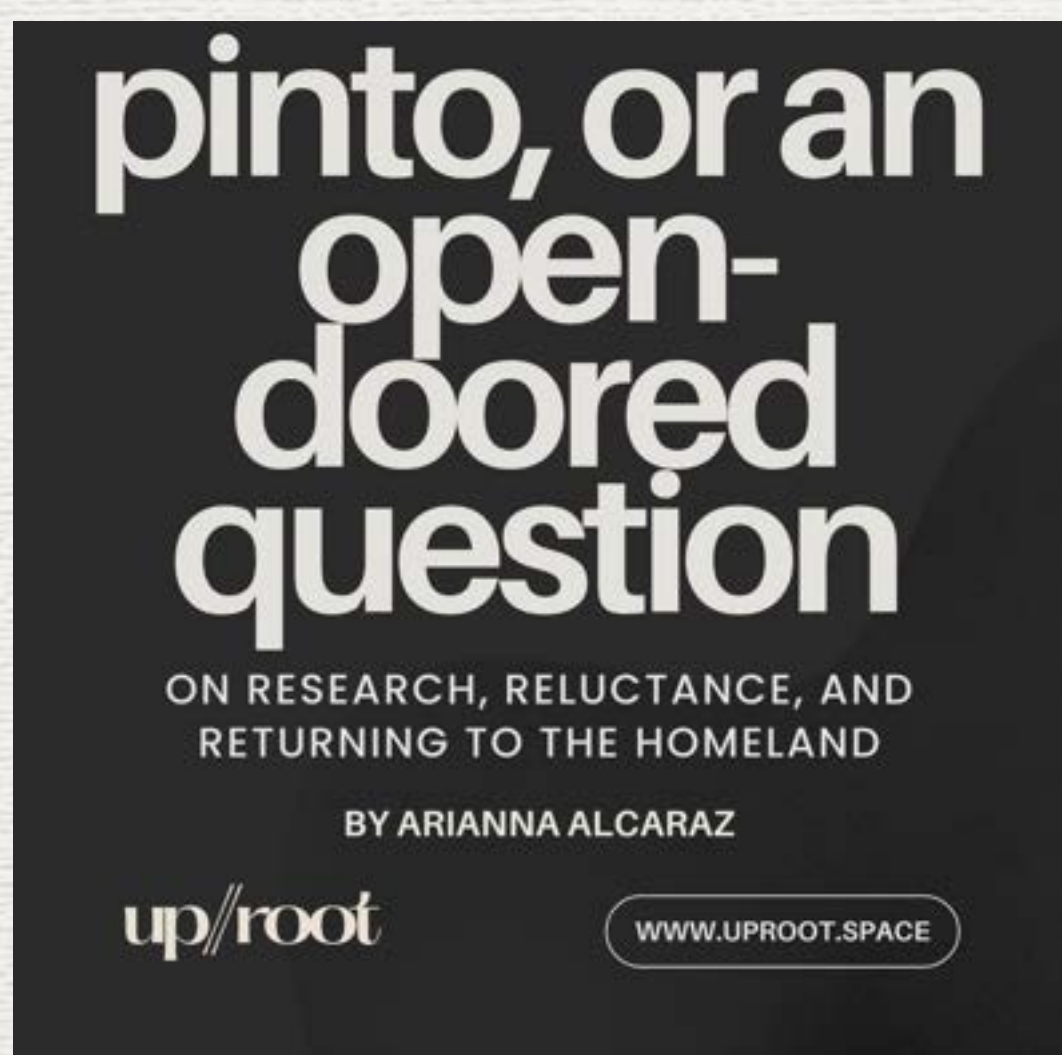
## Cartomythography

Rosario Santiago



## a nesting place: belonging and critical creativity

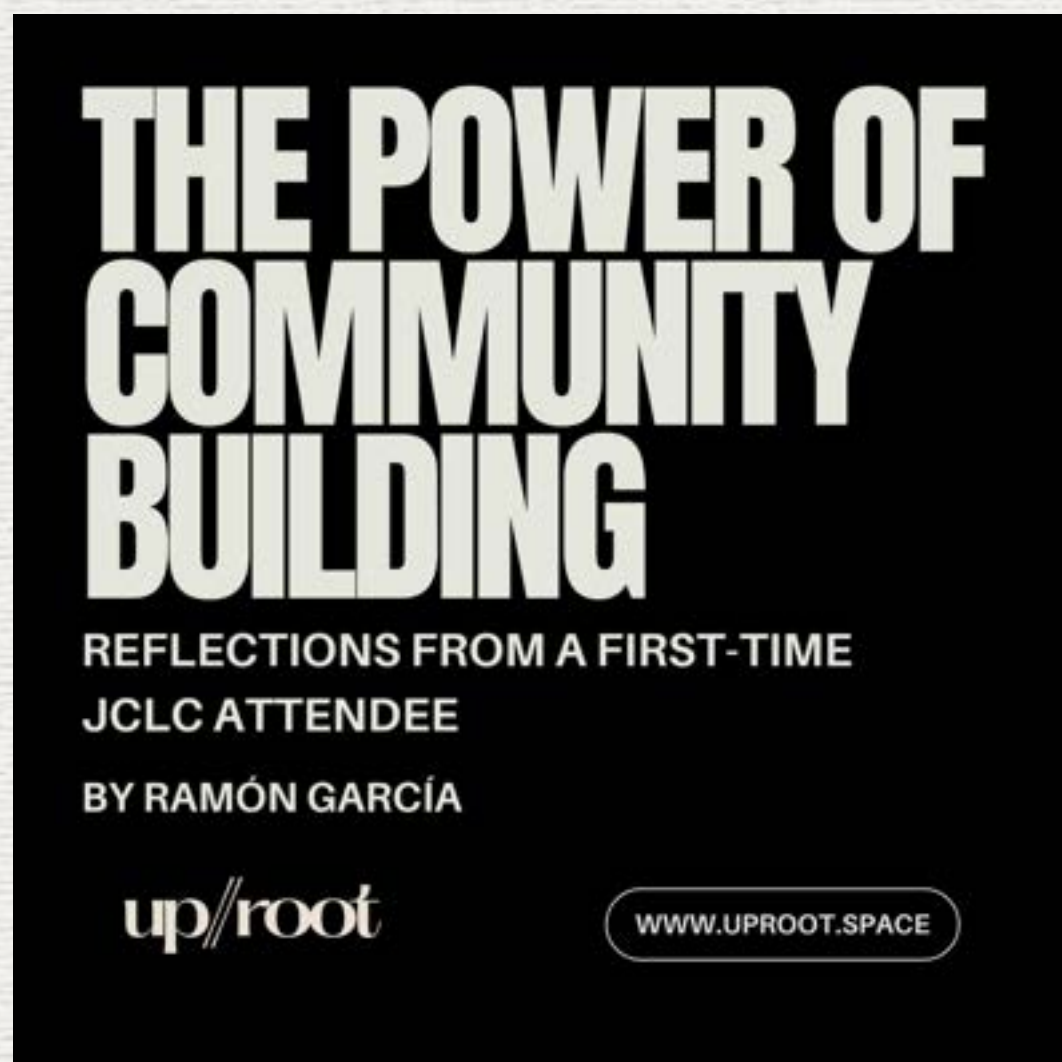
Jewel Davis



## pinto, or an open- doored question: On Research, Reluctance, and Returning to the Homeland

Arianna Alcaraz

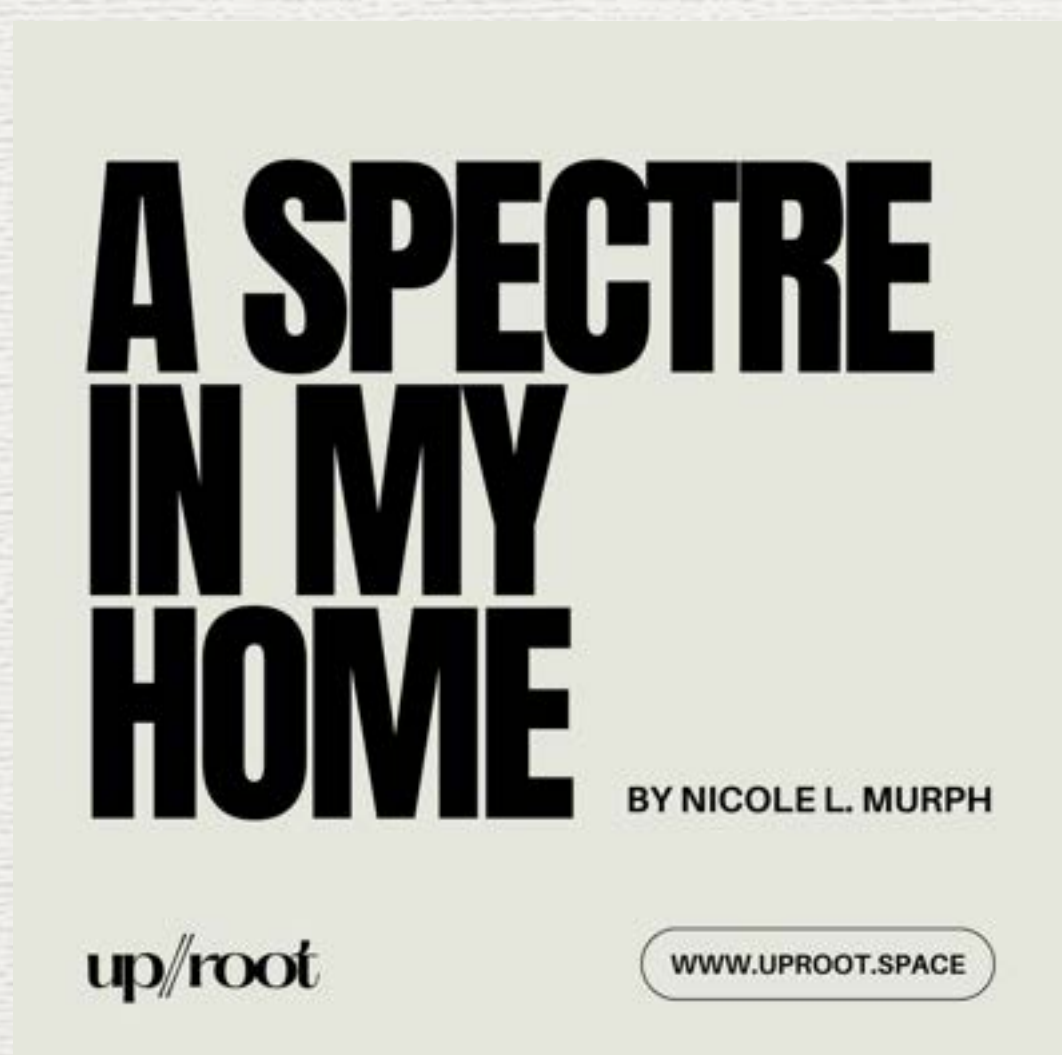
# HOME Series *Continued*



The Power of  
Community Building:  
Reflections from a  
First-Time JCLC  
Attendee  
Ramón García

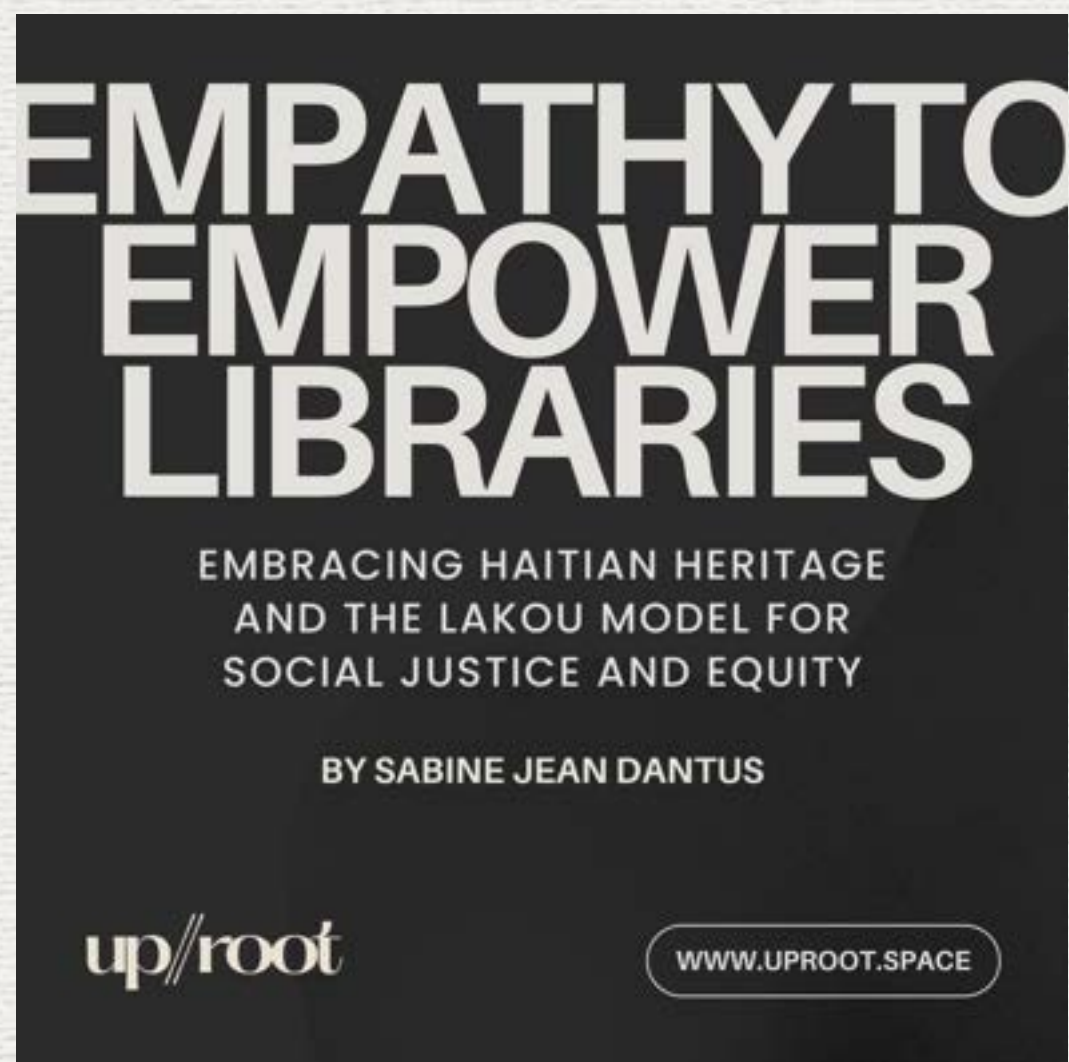


Home Becomes  
Myth  
Nisha Mody



A Spectre in My  
Home  
Nicole L. Murph

# HOME Series *Continued*



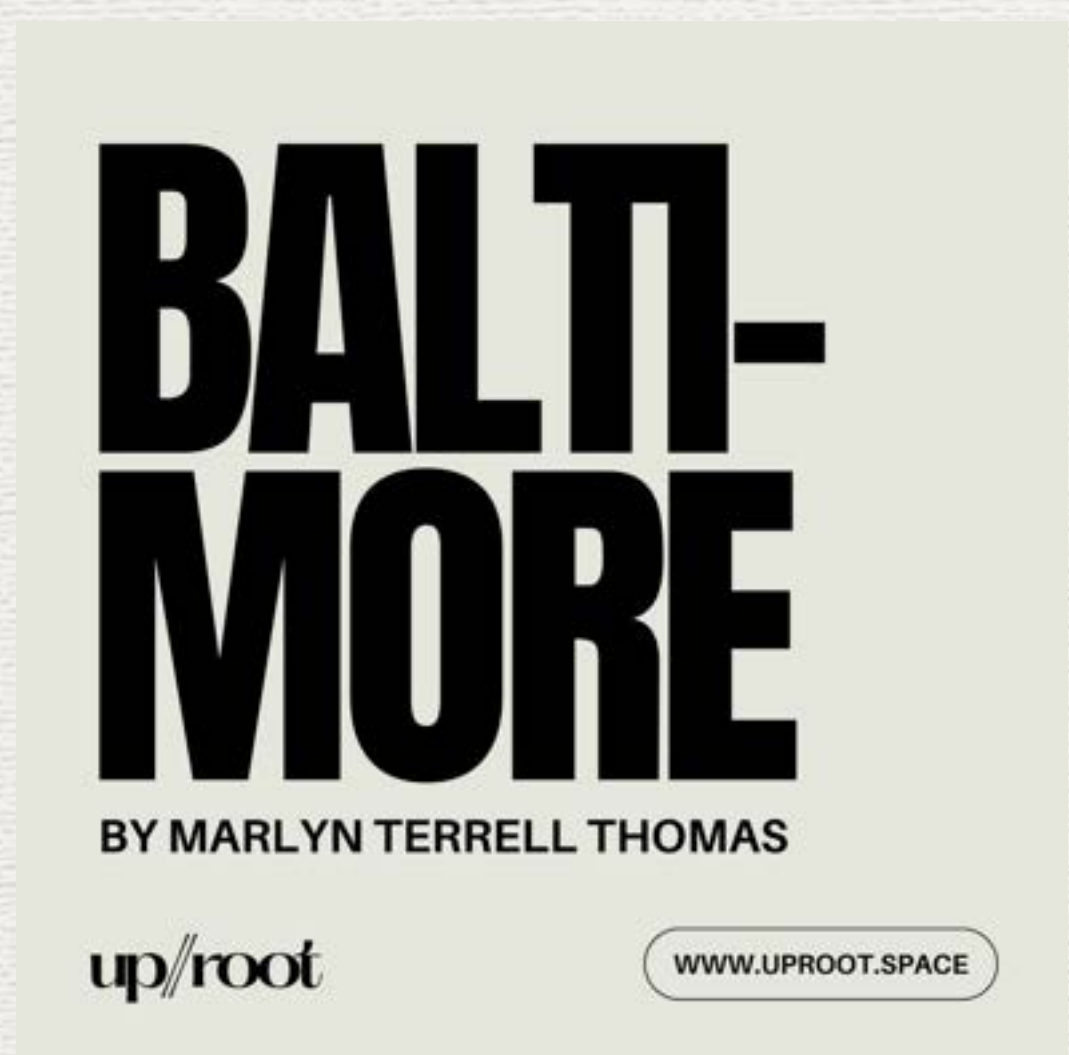
## Empathy to Empower Libraries: Embracing Haitian Heritage and the Lakou Model for Social Justice and Equity

Sabine Jean Dantus



## A Reclamation of Spaces

CKZ Shareef



## Baltimore

Marlyn Thomas



# 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 here 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.

This year, we also began including other types of media in our latest collection – a practice that will continue in 2024. To see our picks for books plus podcasts, films & television shows, and music, visit [wehere.space/current-collection](https://wehere.space/current-collection).

Explore all the reads collections on the [We Reads Archive](#).

### **Project Leads**

Jen Brown / Crystal Chen / nicholae cline / Charlotte Roh

# We Reads

## *Continued*

### **Bookshop.org Affiliation**

We Here 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 65 book purchases through our affiliate link, we raised \$169.33 for scholarships in 2023.

***Help us continue providing scholarships —  
purchase books through our Bookshop!***

# Reads *By Collection*

Winter  
Collection

January 17, 2023

*121  
Titles*

Summer  
Collection

July 26, 2023

*26  
Titles*

Winter/  
Annual

December 15, 2023

*62  
Titles*

# 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.

They hosted a panel for We Here members only: Career Transitions Panel Discussion, a conversation between Christian Minter, Katrina Spencer, and Arlene Yu on January 21, 2023.

The program was on hiatus in 2023, as the team took the year to recharge after three years of facilitating the program through the intense pandemic period, to reflect on mentorship possibilities for the community, and channel energy into We Here's other initiatives.

### **Project Leads**

Crystal Chen / Nicollette Davis

# COLLABS

*Program Collaborations*

## Resources for a Free Palestine

Community Study and We Reads linked up to offer up a list of resources to help folks understand why a free Palestine is necessary.

## Dark Academia

Community Study and We Reads collaborated again to bring the Dark Academic Community Study to the community. The reading experience found them exploring the underside and unpleasant, unlit and malevolent, the cruel and rude sides of academia.



*PAYUS*

# PAY US

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

The main motivation for creating an LLC nearly four years ago 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.

# PAY US

\$1,078

*Total paid for small tokens of appreciation for We Together participants and Annual Survey drawing winners*

We purchase thank you gifts for We Together mentors for their time and energy. For the first time in 2023 we offered a drawing of 7 \$30 gift cards to Bookshop.org for folks who filled out our Annual Survey.



PAY US

\$600

*Total paid for speaker  
honoraria for a free  
community event.*

# PAY US



\$79,580

*Total paid for professional  
Services*

Total paid to contractors, including two new positions – Communication and Outreach Manager and Community School Manager; accounting services; legal services; Community School instructional designer; honoraria; etc.

A large, glowing rainbow circle is centered on a pink background. The rainbow colors transition from yellow at the top, through green, blue, and cyan, to red at the bottom. The circle has a soft, ethereal glow.

*THE COST*

# THE COST OF WE HERE

## *What does it take to operate We Here?*

Two thousand twenty-three marked the third anniversary of our LLC. As mentioned, the LLC started as a mechanism to pay speakers and we run projects and programs in our spare time, in between full-time jobs and life. Keeping We Here as a part-time effort allows us to do this work on our terms, which is not common in the library and information science space. This is why our Patreon and Seed Circle communities are so important to us — they allow us to center our work over revenue.

What follows is a small window into what it takes to operate We Here, mostly from the perspective of the founder/principal. What's missing, and maybe most important but harder to quantify, is the emotional labor of operating an organization outside of organizations.

# THE COST OF WE HERE

409:37:58  
*Hours*

The amount of hours spent in 2023 on things like contracts, meetings, outreach and promotion, private community efforts, customer service, The Get Money List job board, etc.

# THE COST OF WE HERE

35.67  
*Days*

Total amount of full days spent working on We Here from January 1, 2022 through December 31, 2023 (or 856 hours).

# THE COST OF WE HERE

*Keeping us up  
and running*

67

*Customer service  
inquiries (website  
contact form only).*

\$634

*Cost of maintaining We  
Here websites (CMS,  
domains, newsletters).*

502

*Jobs added to our Job  
Area for members.*

Thank You

*For Reading*

 The Community School

**we  
reads**

*we*  
 **TOGETHER**

**Community  
Study**

**we here**

*us@wehere.space*

[www.wehere.space](http://www.wehere.space)