

JANUARY 2021

THE 2020 WRAP UP

the
2020
WRAP
UP

we here

WWW.WEHERE.SPACE

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WRITTEN AND DESIGNED BY
JENNIFER A. FERRETTI ON
BEHALF OF WE HERE LLC

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2020 Timeline

FEBRUARY

- Nicollette Davis joins Team We Here
- *up//root: a we here publication* launches

MARCH

- Crowdfunding campaign ends successfully
- LLC formed

APRIL

- Website launches

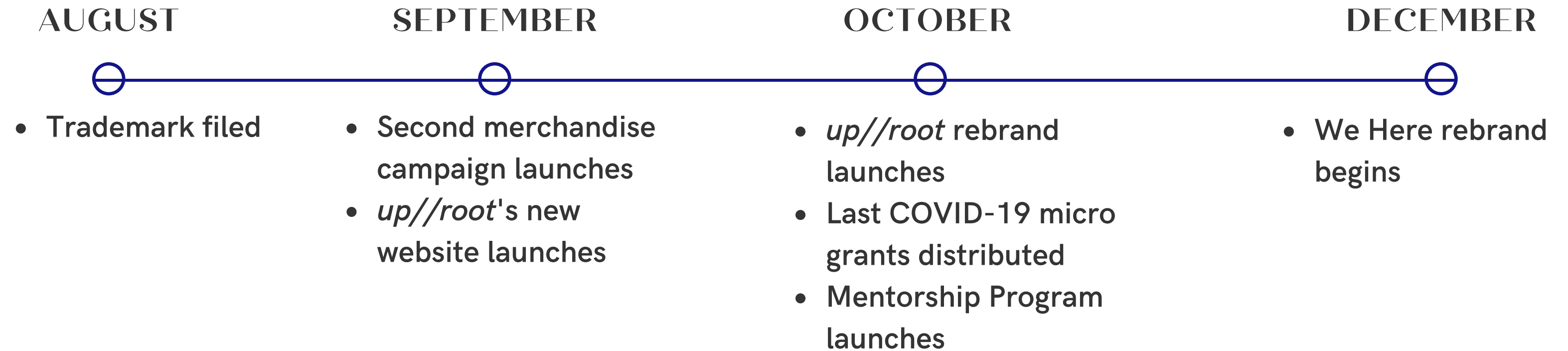
JUNE

- Community School launches
- Crystal Chen joins Team We Here
- Family Meetings launch

JULY

- COVID-19 Relief Grants open for applications

2020 Timeline, continued



Our Mission

We Here seeks to provide a safe and supportive community for Black and Indigenous folks, and People of Color (BIPOC) in Library and Information Science (LIS) professions and educational programs, and to recognize, discuss, and intervene in systemic social issues that have plagued these professions both currently and historically.

Our Methods

Private Communities

Our private communities have been in place since late 2016 and are essential for keeping our members safe and supported.

Community Learning

Recognizing major gaps in LIS education and professional development opportunities, we developed the Community School with events led by BIPOC.

Uprooting Knowledge

With the launch of *up//root: a we here publication*, we are centering the works, knowledge, and experiences of BIPOC within LIS.

Team We Here

Our team was formed to administer our private spaces, which include a Facebook Group, Google Groups Listserv, and Slack project. Admins onboard new members, post anonymously on behalf of members if requested, and provide consultation in conflict resolution. As the needs and wants of our community have grown, so have our duties. We now program events, lead projects community members are interested in collaborating on, and advise on our publication, *up//root*.

As a means to better reflect our community, in 2019 we made an open call for a public library worker to join our team. Nicollette Davis joined our team in February and Crystal Chen joined us in June of 2020 and were integral to helping us achieve much of what we accomplished in 2020.

Team We Here

Jennifer Brown



Community Manager

Community Admin



Crystal Chen

Nicollette Davis



Community Admin

Team We Here Continued

— Founder & Principal



Jennifer A. Ferretti

Charlotte Roh



— Community Manager

Team We Here

General Roles & Responsibilities

At-A-Glance

Community Admins

- Private space admins
- Strategic planning
- Co-lead for Mentorship Program

Community Managers

- Private space admins
- up//root Advisory Team Member
- Strategic planning

Founder & Principal

- LLC business owner, accounting
- Community School Coordinator
- Customer service and general questions
- up//root Creative Director and Advisory Team Member
- Strategic planning
- Website and social media manager
- Patreon and other fundraising/grant manager
- Private space admin

Private Communities

Our private communities are the foundation of our work. Much of what we accomplished included programs and initiatives our community asked for in the 2019 Inaugural Survey. Twenty-twenty ended with 1,804 members in our Facebook group, 383 members in our Google Group, and 450 members in our Slack project. While these platforms definitely help us communicate, there is no perfect platform. As inclusive as we try to be, we recognize that our existence on these platforms will exclude some, much to our dismay. We are currently investigating a private app and other platforms.

Private Communities, Continued

Code of Conduct Update

We updated our Safe Space Agreement/Code of Conduct to provide guidelines for posts in these spaces.

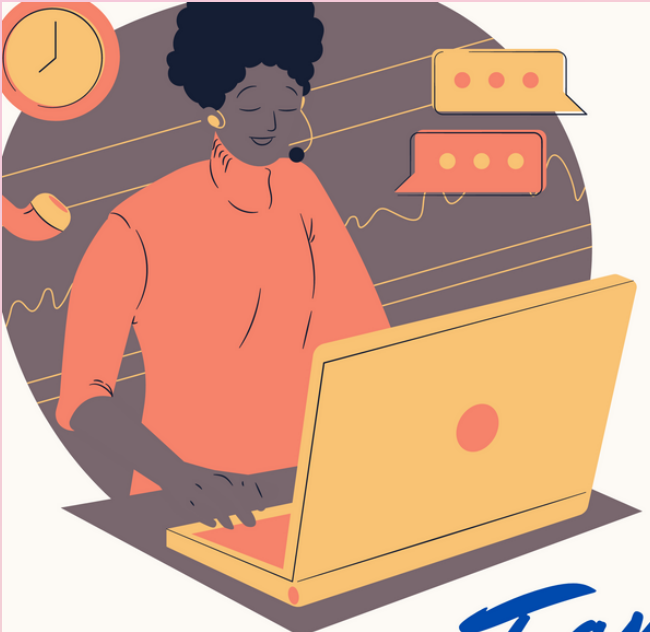
Crystal & Nicollette Joined the Team

As mentioned in the Team We Here section, two new Community Admins joined us in helping to administer our private spaces.

Launched Member Shoutouts

Members can now self-nominate to have a public or private shoutout, celebrating them and their work.

Private Communities, Continued



we here

Work During COVID-19.

Family Meeting

June 6, 2020, 12pm PST / 2pm CST / 3pm EST
~1.5 Hours

A discussion about anxieties, concerns, and strategies for returning to our workplaces.

Graphic from our first Family Meeting on the topic of returning to work during COVID-19.

Family Meetings

This year we launched *Family Meetings*, which are discussion-based meet ups for the We Here community that center around issues impacting BIPOC. We're looking forward to more of these in 2021.

Our Public Playlists



[HTTP://BIT.LY/FIESTASWEHERE](http://bit.ly/fiestaswehere)

Fiestas en la casa de mi tía, Spotify playlist lovingly made by Jennifer A. Ferretti after missing family parties due to COVID-19.



MUSIC: [HTTP://BIT.LY/WEHEREMUSIC2020](http://bit.ly/weheremusic2020)
PODCASTS: [HTTP://BIT.LY/WEHEREPODS2020](http://bit.ly/weherepods2020)

Our Year of Listening: Spotify Music & Podcasts Playlists by We Here community members, compiled by Nicollette Davis.

Mentorship Program

Community Admins Crystal Chen and Nicollette Davis launched our We Here Mentorship Program in October 2020, matching 15 mentees with 15 mentors. In addition to liaising between mentors and mentees, Crystal and Nicollette organize monthly meet ups for participants in an effort to enrich the mentorship experience.

Community School

The We Here Community School, which includes multi-week courses, webinars, and soon digital downloads, seeks to provide a learning community with opportunities for personal and professional development based in anti-racism pedagogy, as well as recognizing and acknowledging systemic racism and oppression.

Community School

Courses, Webinars, Digital Downloads

We offer asynchronous and synchronous events, including live webinars, three-to-five week courses, and (soon) digital downloads.

Led by BIPOC, generally open to all

All events are either led or co-led by BIPOC. This ensures every education opportunity we offer is taught from the perspective that recognizes systemic racism and discrimination.

We take budgets into consideration

We recognize not everyone is provided professional development funding by their employer. Whenever possible, we will provide multi-tier pricing and scholarship opportunities.

Community School

We Here supported 34 scholarships out-of-pocket, totaling \$1,255. Several people within our community and beyond contributed to Community School scholarships, specifically for BIPOC.

Additionally, we established Mission Critical programming, which are typically BIPOC only and events we do not expect to generate revenue from. There are no minimum enrollment requirements for Mission Critical events, therefore regardless of how many people register, it will happen as planned. Two events during 2020 were considered Mission Critical: Remember and Reclaim Expression with Celia O. Hilson and Designing Rituals for Pleasure and Care with Denise Shanté Brown. For both events, compensation to the instructional designers had to be subsidized by We Here, rather than from revenue generated from enrollment sales.

Community School 2020 Catalog

JANUARY 2021

we here **community school**

'Just What is Critical Race Theory and What's It Doing in LIS?'

5-Week Workshop

with Sofia Y. Leung and Jorge López-McKnight

Just What is Critical Race Theory and What's It Doing in LIS?
with Sofia Leung and Jorge López-McKnight. Five-week,
synchronous workshop/course. Workshop compass available:
<https://bit.ly/crtinlis>

we here **community school**

Video Creation and Editing for Instruction in Libraries

with Carly Lamphere

Webinar

July 25, 2020

Video Creation and Editing for Instruction in Libraries
with Carly Lamphere. Originally a live webinar, recording
available for purchase.

THE 2020 WRAP UP

Community School 2020 Catalog, Continued

JANUARY 2021

we here community school

Remember and Reclaim Expression:
A Discussion on Workplace Trauma
with Celia O. Hilson

Webinar for We Here Members Only

September 26, 12pm PT, 1pm MT, 2pm CT, 3pm ET

Remember and Reclaim Expression: A Discussion on Workplace Trauma with Celia O. Hilson. Webinar for We Here members only. Mission Critical programming.

THE 2020 WRAP UP

we here community school

Incorporating Critical Cataloging Into Your Work
with Treshani Perera & Deidre Thompson

Social Justice Initiatives Series Webinar

Incorporating Critical Cataloging Into Your Work with Treshani Perera and Deidre Thompson. Originally a live webinar, recording available for purchase.

Community School 2020 Catalog, Continued

JANUARY 2021

THE 2020 WRAP UP

we here **community school**

Designing Rituals for Pleasure and Care

1-week, 3-meeting course
with Denise Shanté Brown

**For We Here Members
and BIPOC Only**

| | |
|-----------------|-----------------------------------|
| Tuesday, 10/20 | 3pm PT, 4pm MT, 5pm CT, 6pm ET |
| Thursday, 10/22 | 3pm PT, 4pm MT, 5pm CT, 6pm ET |
| Saturday, 10/24 | 10am PT, 11am MT, 12pm CT, 1pm ET |

1.5 hour meetings

www.wehere.space

Designing Rituals for Pleasure and Care with Denise Shanté Brown. One week, three meeting course for We Here members and BIPOC only. Mission Critical programming.

www.uproot.space

up//root

UP//ROOT IS A PUBLISHING COLLECTIVE THAT EXISTS TO CENTER THE WORKS, KNOWLEDGE, AND EXPERIENCE OF BIPOC WITHIN THE CONTEXT OF THE LIBRARY AND ARCHIVES COMMUNITY.

up//root: a we here publication

In 2016, Dr. Nicole Cooke and Jennifer A. Ferretti envisioned a space where we could publish BIPOC library and archive workers. That version of our publication (then hosted on Medium) made way for *up//root: a we here publication*, which was renamed, re-branded, and re-launched on its very own website this year.

The current, inaugural *up//root* Editorial Team envisioned a publication and publishing experience that prioritizes BIPOC; one that isn't measured by standards shaped and perpetuated by white supremacy. In 2019, they met with the admins of We Here to create and nurture such a space.

At the end of 2020, We Here received an extremely generous grant (which is not yet public at the time this was written) specifically for *up//root* to create the kind of knowledge-making that centers the work and wellness of BIPOC.

Team up//root

Editorial Team*

Joyce Gabiola

Sofia Leung

Jorge López-McKnight

*The Editorial Team placed great importance on including students on the team and will welcome two new editors in January 2021 as a result.

Advisory Team

Jennifer Brown

Jennifer A. Ferretti**

Charlotte Roh

**Also Creative Director

 uprootknowledge@gmail.com

 [@uprootknowledge](https://twitter.com/uprootknowledge)

www.uproot.space

COVID-19 Relief Micro Grant Program

During a time when the country seemed to suddenly wake up to the racism, bigotry, and state-sanctioned murder of Black folks in the U.S., We Here received a large quantity of subscribers/donors through Patreon, a monthly subscription service for folks to support people and organizations. While we never solicited donations (because we didn't feel it was appropriate to ask for individual financial support during COVID-19), a good amount of white folks called on other white folks to support us on that platform. Many, especially on Twitter, expressed they would rather give money to We Here than to other membership organizations who might not have BIPOC's best interest in mind. In order to support We Here's Black community members through the double pandemics — COVID-19 and racism — which has disproportionately impacted Black lives, We Here prioritized Black members for these one-time grants and gave a total of \$11,005.

Our Generous Supporters

Patreon Community

Despite never having an official launch, we are closing out the year with 521 Patreon supporters.

Our Patreon community is the main reason we were able to offer COVID-19 relief grants, pay our admins a nominal stipend for the year, and host Mission Critical programming. Huge thanks to our Patreon supporters! Learn more at patreon.com/wehere

We Here Seed Circle Memberships and Donations

We had several institutions and individuals offer us what they would have paid to a fee-based membership organization within library and information science. One hundred and twenty-nine people or organizations donated to us during 2020 and we couldn't be more grateful.

Patreon Supporter Perks



Patreon supporters get access to our monthly *Say Hello* conversations, which take place over Zoom and are based around current topics within and outside LIS, hosted by Team We Here.



Since November 2020, Community Manager Jen Brown has been compiling a list of what we're loving, tending, and growing for the month, including LIS-related reads, fiction and non-fiction reads, movie and TV watching, eating, making, etc.

More Merchandise

Findings from our 2019 Annual Survey indicated members wanted to see more We Here merchandise. We opened our very own Goods Shop, which meant we had to contract various vendors and a silkscreen artist, pack, and ship goods ourselves (using sustainable packaging), all during COVID-19. This was a huge undertaking that will probably only happen seasonally in the future.

For our second merchandise campaign, designer Grace Danico provided designs for what we called our "Nocturnal Summer" collection, printed on totes and T-Shirts, both silkscreened. Designs from our first campaign (2017) by Nina Q. Allen, which we lovingly refer to as "OG design," were embroidered on lanyards and featured on enamel pins.

Nocturnal Summer Crewneck



Front

Back



Design by Grace Danico

Nocturnal Summer Tote Bag



Front

Detail



Design by Grace Danico

OG Designs



OG Lanyard

Design by Nina Q. Allen

OG Jaguar



Enamel pin

Pay Us

We got an interesting email from someone in LIS asking *why* we were charging \$25 or \$35 (attendees choice) for our wildly popular webinar "Incorporating Critical Cataloging Into Your Work" with Treshani Perera and Deidre Thompson *and* if we would consider waiving the fee for them. We're normalizing paying BIPOC in LIS for our time, expertise, and labor and our fees will not be waived. (We do offer scholarships, however.)

One of our main motivations to become an official entity was to pay our community for creating a better world within the library and information science professions. Too often we as BIPOC are overlooked, under-celebrated, underpaid and not credited. In our nine months of operating in 2020, we paid graphic designers, Community School instructional designers, the admins, and recipients of our micro-grant program. In addition to paying contractors, we are interested in and have been sharing knowledge and offering guidance when our community seeks temporary or contractual work elsewhere. For example, teaching a course elsewhere and public speaking. We want to see BIPOC in LIS eat, survive, and thrive and recognize we cannot and will not be the only place BIPOC are paid. For this reason we want to share what we've learned with our community about compensation and negotiation. Because knowledge is currency.

Pay Us

Community School

\$1,255

**Out-Of-Pocket Scholarships for BIPOC to attend
Community School events**

Pay Us

COVID-19 Relief Micro Grant Program

\$11,005

**Donated to We Here's Black Members
Impacted by COVID-19**

Pay Us

\$30,567

TOTAL Paid to BIPOC March - December 2020

Thank you *For Reading*

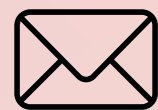


We're incredibly grateful for our community and supporters.

we here

community school

up//root



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@weherespace

www.wehere.space