

2019-04-11

Nothing About Us Without Us: the Benefits of Hiring Staff with a Disability in Libraries.

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Recommended Citation

Kennedy, SA. & Chapman, E. (2019) Nothing About Us Without Us: the benefits of hiring staff with a disability in libraries, LAI/CILIP Joint Annual Conference 2019, Co. Kildare, Ireland 10TH & 11TH April 2019.

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Féidearthachtaí as Cuimse
Infinite Possibilities

Nothing About Us Without Us

The benefits of hiring staff with a Disability
in Libraries

Elaine Chapman
Sarah-Anne Kennedy
TU Dublin Library Services -City Campus





About us

Elaine Chapman

- Autistic
- Library Assistant
- Petrified of public speaking

Sarah-Anne Kennedy

- Working to better understand disabilities in order to be a better manager, co-worker, librarian, and ally.
- College Librarian
- Ok with public speaking (always room for improvement)



Visible Disability

Invisible Disability

Disability or Society?

Which is more
disabling?

Nothing about
us without us

Medical and
social models of
disability

Universal design



Image Source: <https://www.disabilitynewsservice.com/disability-rights-under-attack-rights-have-regressed-in-last-five-years-says-watchdog/>

Accessible space
this way



Building on Accessibility

Where do we fit?

Disability visibility

Attracting disabled
staff

How we can improve
your accessibility



#bemediasmart

#BeMediaSmart

#Be_Media_Smart





Making our community inclusive

Disabled students and higher education:

Retention rates

Employment rates



22.3%

53.4%

But what do these numbers mean?



26.3%

12.9%

Disabled staff and higher education

Employment rates, or
lack thereof

Representation

Knowledge

Community

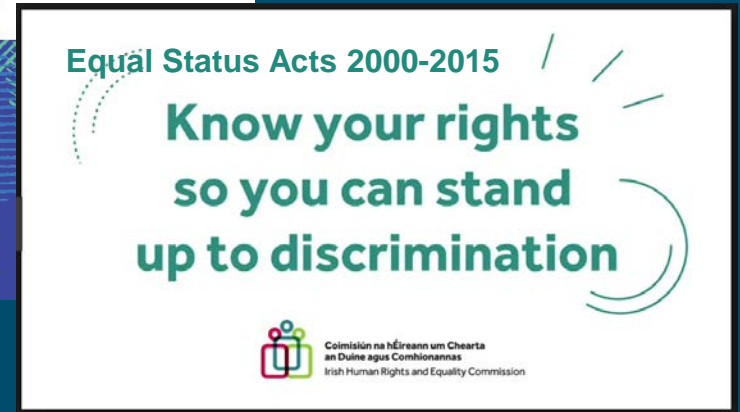
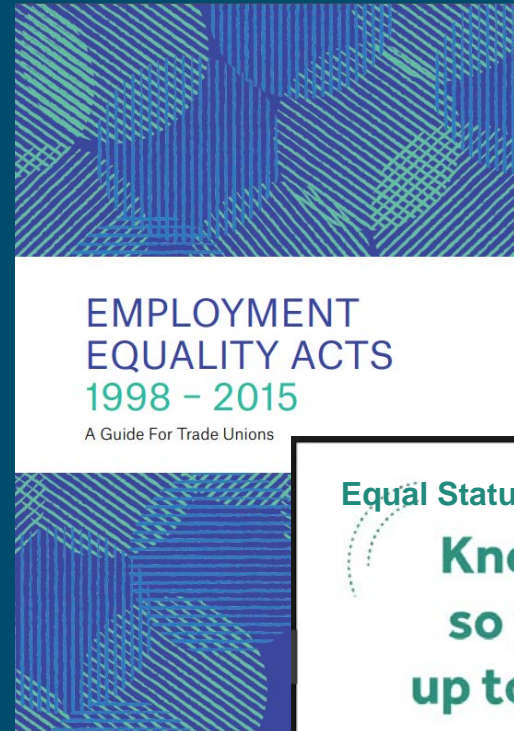


Image Sources:

https://www.idu.ie/download/pdf/employment_equality_guide.pdf

<https://www.hrec.ie/guides-and-tools/human-rights-and-equality-in-the-provision-of-goods-and-services/what-does-the-law-say/equal-status-acts/>

<https://www.ienus.ie/handle/10147/112563>



Technological University Dublin (TU Dublin)

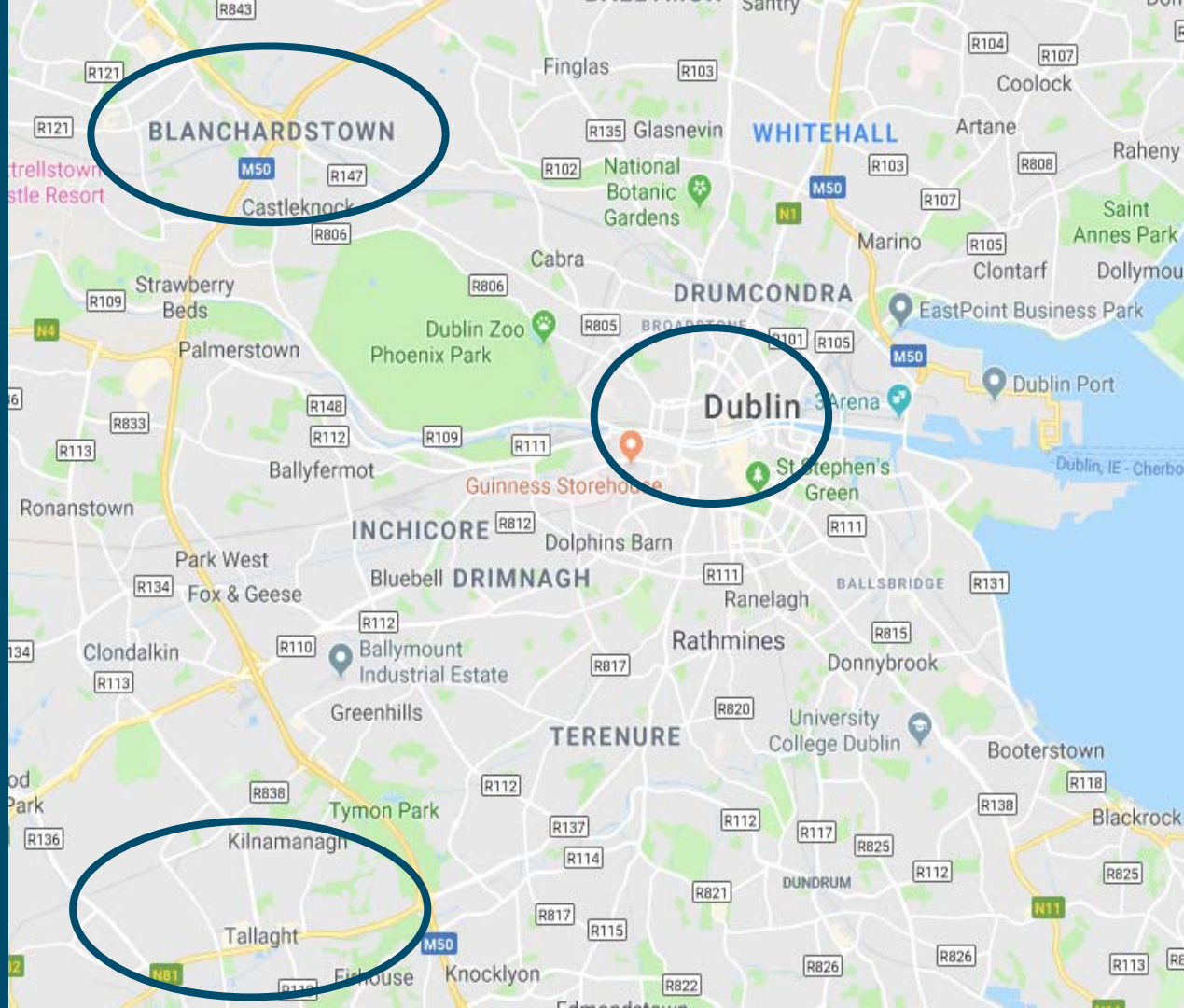
- Ireland's first Technological University
- Ireland's newest university - established 1st January 2019
- Ireland's largest university - student population 28,500 and 3000+ staff
- Teaching and research covering Science, the Arts, Business, Engineering and Technology
- Pathways to Graduation from Apprenticeship to PhD

TU Dublin

Merger of ITB, ITT, and DIT to become:

- TU Dublin Blanchardstown
- TU Dublin Tallaght
- TU Dublin City Campus

Library Services located in all 3 campuses.





TU Dublin Values

Inclusion

Equitable, Collegiate,
Supportive

Excellence

Creative, Driven, Ground-
breaking

Impact

Innovative, Entrepreneurial,
Responsive

Integrity

Ethical, Accountable, Honest

Library Staff with a disability

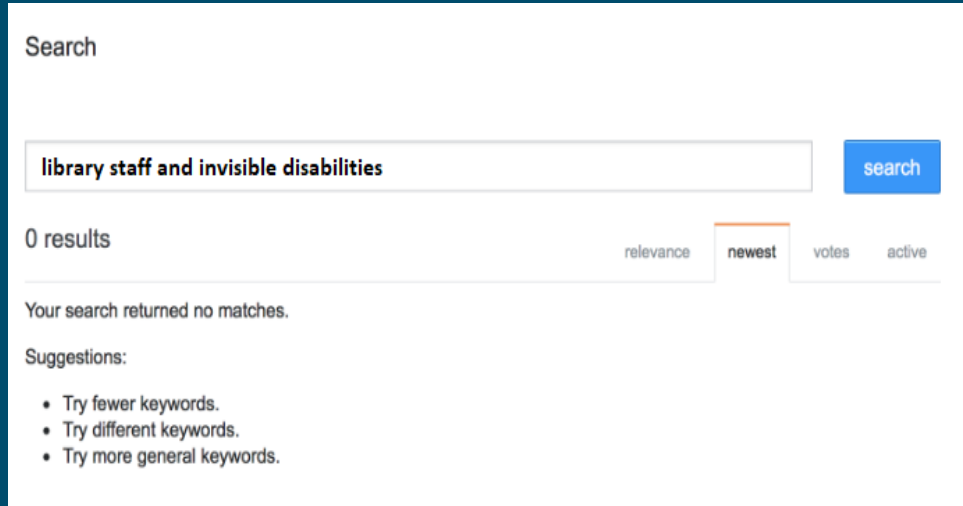
No statistics on number of employees with a disability -visible or invisible disability

Disability Service receives no funding to support staff

Focus of majority of LIS literature focuses on library users with a disability

Literature or guides available tend to focus on library staff with visible disabilities

Virtually no literature on library staff with invisible disabilities



Search

library staff and invisible disabilities

0 results relevance **newest** votes active

Your search returned no matches.

Suggestions:

- Try fewer keywords.
- Try different keywords.
- Try more general keywords.

New University New Library Service

Developing new policies & practices - e.g. recruitment policy “Recruiting Difference, Reflecting Diversity”, Unconscious Bias Training, Managing Mental Health...

Opportunity to develop new services with input from staff with a disability, Disability Services, students with a disability, and external networks

Director for Equality, Diversity, & Inclusion -
Dr. Yvonne Galligan

Ability Network

A chalkboard with the phrase "A CLEAN SLATE" written in white chalk. The text is written in a slightly irregular, hand-drawn style. The background is dark and textured, typical of a chalkboard.

What have I learned?

Formal training & support needed -
language and culture

Don't be afraid to Ask-each employee
is individual

Need to address specific workplace
processes, structures, and
assumptions -constantly revise

Trust -toxic individualism

Be open to ideas and be flexible

Be proactive -create learning
opportunities and sensitivity in the
workplace



Image source:
<https://oupeltglobalblog.com/2018/03/27/psychology-language-learning/>

“Disabilities may not be immediately apparent, but they also can’t be ignored just because they are inconvenient.

We all need to call out unreasonable work expectations and draw attention to the combination of interpersonal and institutional issues that cause us to be suspicious that our colleagues aren’t pulling their weight. We talk about library work as if productivity, efficiency, and countable things are the most important methods of evaluation.

Creating a truly inclusive workplace includes normalising body and performance differences, in our workplace policies and practices, as well as in the language we use to describe disability.”

-Jessica Schomberg. (2018). Disability at Work: libraries built to exclude. *The Politics & Theory of Critical Librarianship*.

Libraries have the opportunity to be leaders in making a real difference to employees with a disability.

Féidearthachtaí as Cuimse
Infinite Possibilities

Go raibh maith agat
Thank you

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