

Reversing the Gaze: Ontario Library Managers' Perception of and Experience with Accommodation for Disability

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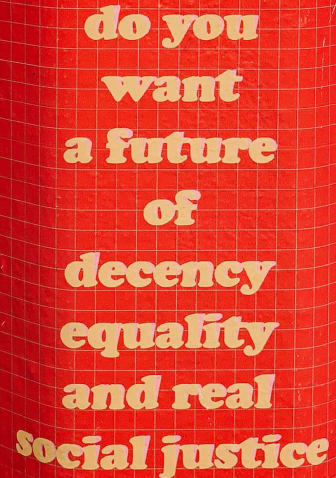
Positionality



C'est moi!



C'est Kevin (and Lumi)!



**do you
want
a future
of
decency
equality
and real
social justice**

The predicament of disclosure (Prince, 2017)

Background



Reversing the Gaze

Strega & Brown, 2015

Potts & Brown, 2015

Anti-oppressive framework

“We suggest that it is only when we reverse the gaze and investigate and problematize the other side of the equation — that is, the behaviours, discourses, and perceptions of the dominant — that we create possibilities for change that are transformative rather than incremental.”



So what did we do?

- Interviews
- Public library managers
- Ontario
- 5 down and more in the queue

What did we find?

The Interview

“I’ve interviewed many, many people over the years, and I have never had anybody disclose anything during the interview. Um, the disclosures that have come to my attention were always after the person has been offered the job.”

What did we find? (cont.)

Various accommodation processes

- Informal vs formal
- 'nice' people vs. 'not nice' people
- Union vs non-union
- Large libraries vs small

Signalling to connect

The job posting

“the library is an equal opportunity employer”

“The [X] Library is hiring [Y] to work part-time in public service and project-based roles...We value diverse perspectives, experiences, and differences, and encourage qualified candidates from all backgrounds and positionalities to apply, including: IBPOC, 2SLGBTQIA+, and persons with disabilities. We are committed to building a diverse team; one that reflects and is representative of community the [X] Library serves. If you require specific support to apply for this position, please get in touch and we will work with you to identify the best way to support you.”

Signalling to connect (cont.)

The interview

Examples of accommodation possibilities

Questions in advance

Schedule

Breaks

Signalling to connect (cont..)

Organizational
discourse



Thank you!



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